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Statistics**

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# **WORKING TIME ARRANGEMENTS**

**AUSTRALIA**

EMBARGO: 11.30AM (CANBERRA TIME) FRI 21 MAY 2010

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## **INQUIRIES**

For further information  
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## ABOUT THIS PUBLICATION

This publication presents information about the working arrangements of employees in their main job, such as shift work, extra hours or overtime, and start and finish times. It also presents information about the patterns of employees' work in all jobs. This information can be cross-classified by characteristics such as hours worked, industry and occupation, and demographic characteristics.

The statistics in this publication were compiled from data collected in the Working Time Arrangements Survey, conducted throughout Australia in November 2009 as a supplement to the Australian Bureau of Statistics (ABS) monthly Labour Force Survey (LFS).

## CHANGES IN THIS ISSUE

Information for the data item, 'Whether compensated for extra hours or overtime worked' presented in the 2006 publication was collected for employees who usually worked unpaid extra hours or overtime. This has been replaced with the data item, 'Whether usually worked extra hours or overtime and how compensated for overtime worked'. Information for this item was collected from employees who usually worked any extra hours or overtime, regardless of whether it was paid or unpaid.

Additionally in 2006, only employees who did not usually work the same number of hours of work each week received questions about whether they were guaranteed a minimum number of hours of work each week. In 2009, all employees were asked whether they were guaranteed a minimum number of hours of work each week.

The data item, 'Whether had a formal system of working flexible hours' presented in the 2006 publication has been replaced with 'Whether had an agreement with employer to work flexible hours' in this publication.

The data items, 'Whether usually worked any hours between 7pm and 7am in all jobs' and 'Whether usually worked extra hours or overtime' presented in the 2006 publication are not available in the 2009 publication as this information was not collected in November 2009.

An additional data item has been presented in the 2009 publication. This item is 'Whether usually worked shift work and type of shift usually worked'.

## ROUNDING

As estimates have been rounded, discrepancies may occur between sums of the component items and totals.

Brian Pink  
Australian Statistician

## SUMMARY OF FINDINGS

### OVERVIEW

In November 2009, there were 9.3 million employees aged 15 years and over. Of these, 92% (8.6 million) were employees (excluding owner managers of incorporated enterprises (OMIEs)). Of these:

- 58% did not have any say in their start and finish times;
- 74% could choose when their holidays were taken;
- 39% were able to work extra hours in order to take time off;
- 38% usually worked extra hours or overtime;
- 16% usually worked shift work;
- 25% had earnings/income which varied from one pay period to the next; and
- 37% had hours that varied weekly or they were usually required to be on call or standby.

### EMPLOYEES IN MAIN JOB *Patterns of work of single and multiple jobholders*

There were 8.7 million employees who were single jobholders in November 2009. Of these:

- 15% usually worked on Saturdays and 9% usually worked on Sundays; and
- 71% worked on weekdays only, while 28% worked on both weekdays and weekends.

In comparison, there were 548,400 employees who were multiple jobholders in November 2009. Of these:

- 40% usually worked on Saturdays and 26% usually worked on Sundays; and
- 42% worked on weekdays only, while 57% worked on both weekdays and weekends.

In November 2009, 54% of employees who were single jobholders were men. In contrast, most employees who were multiple jobholders were women (57% compared to 43% of men).

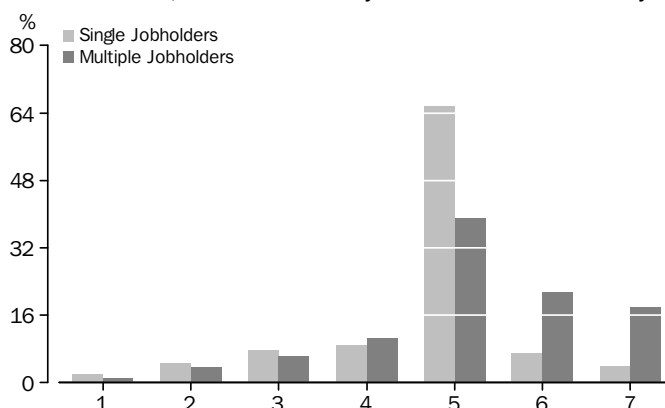
Men who were single jobholders, were more likely to work Monday to Friday<sup>1</sup> than women who were single jobholders (72% compared to 54%). Women who were single jobholders, were more likely to only work on weekdays than men who were single jobholders (73% compared to 69%), and they were less likely to work on both weekdays and weekends (26% compared to 30% of men).

Men who were multiple jobholders, were more likely to work Monday to Friday<sup>1</sup> than women who were multiple jobholders (56% compared to 48%). Women who were multiple jobholders, were more likely to work only on weekdays than men who were multiple jobholders (49% compared to 34%), and they were less likely to work on both weekdays and weekends (50% compared to 66% of men).

## SUMMARY OF FINDINGS *continued*

### *Patterns of work of single and multiple jobholders continued*

#### EMPLOYEES IN MAIN JOB WHO WERE SINGLE OR MULTIPLE JOBHOLDERS, Number of days of the week usually worked in all jobs



The majority of employees, who were single jobholders, usually worked 5 days of the week (66%). A further 7% usually worked 6 days of the week, while 4% usually worked 7 days of the week. In comparison, 39% of employees who were multiple jobholders usually worked 5 days of the week. A further 21% usually worked 6 days of the week, while 18% usually worked 7 days of the week.

### EMPLOYEES (excluding OMIEs)

There were 3.2 million employees<sup>2</sup> (38%) who usually worked extra hours or overtime in November 2009. Of these, 42% were paid for the extra hours or overtime worked, 15% had compensation included in their salary package, 16% were entitled to receive time off in lieu and 3% were compensated in some other way. Over a quarter (27%) were not compensated for the extra hours or overtime worked.

In November 2009, there were 3.1 million employees<sup>2</sup> whose hours varied weekly or were usually required to be on call or standby. Of these, 11% had less than one day's notice about their work schedule while a further 35% had four or more weeks' notice about their work schedule.

### *Whether able to choose to work extra hours in order to take time off*

Of the 8.6 million employees<sup>2</sup>, 3.4 million were able to choose to work extra hours in order to take time off.

The industry with the highest proportion of employees<sup>2</sup> who were able to choose to work extra hours in order to take time off was 'Public administration and safety' (60%) followed by 'Rental, hiring and real estate services' (55%). The industry with the lowest proportion of employees<sup>2</sup> who were able to choose to work extra hours in order to take time off was 'Education and training' (25%).

Employees<sup>2</sup> who worked in the public sector were more likely to be able to choose to work extra hours in order to take time off (44%) than those who worked in the private sector (38%).

## SUMMARY OF FINDINGS *continued*

### Shift work

In November 2009, 1.4 million employees<sup>2</sup> usually worked shift work.

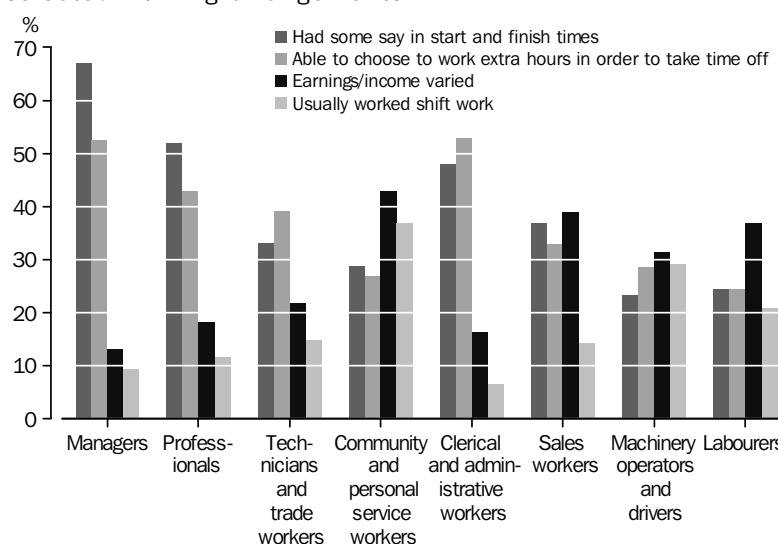
The industries with the highest proportion of employees<sup>2</sup> who usually worked shift work were 'Mining' for men (52%) and 'Health care and social assistance' and 'Accommodation and food services' for women (both 32%). The industries with the next highest proportions were 'Accommodation and food services' for men (44%) and 'Transport, postal and warehousing', 'Mining' and 'Arts and recreation services' for women (all 24%).

The industries with the lowest proportion of employees<sup>2</sup> who usually worked shift work were 'Education and training' and 'Financial and insurance services' for males (both 4%) and 'Construction', 'Professional, scientific and technical services' and 'Education and training' for females (all 1%).

A higher proportion of employees<sup>2</sup> aged 15–24 usually worked shift work (18%), than those in older age groups (15% of those aged 45–59, and 13% of those aged 60 and over).

### Occupation of main job

EMPLOYEES (EXCLUDING OMIES), Occupation of main job—By selected working arrangements



Employees<sup>2</sup> who were 'Clerical and administrative workers' or 'Managers' were most likely to be able to choose to work extra hours in order to take time off (both 53%).

Employees<sup>2</sup> who were 'Labourers' were least likely to be able to choose to work extra hours in order to take time off (24%).

Employees<sup>2</sup> who were 'Community and personal service workers' were most likely to usually work shift work (37%) followed by 'Machinery operators and drivers' (29%).

### Full-time and part-time status in main job

In November 2009, there were 6.1 million employees<sup>2</sup> who were full-time employees<sup>2</sup> in their main job and 2.5 million part-time employees<sup>2</sup>. Earnings did not vary from one pay period to the next for 81% of employees<sup>2</sup> who worked full-time in their main job, compared to 59% of employees<sup>2</sup> who worked part-time. Of full-time employees<sup>2</sup> in their main job, 91% were guaranteed a minimum number of hours of work, compared to 63% of employees<sup>2</sup> who worked part-time.

SUMMARY OF FINDINGS *continued*

Full-time and part-time  
status in main job  
*continued*

Women who were part-time employees<sup>2</sup> in their main job, were more likely to be required to be on call or standby (22%) than those who were full-time employees<sup>2</sup> (17%). In comparison, men who were full-time employees<sup>2</sup> in their main job were more likely to be required to be on call or standby (25%) than those who were part-time employees<sup>2</sup> (24%).

Other characteristics of full-time employees<sup>2</sup> in their main job include:

- 43% had some say in their start and finish times. Of these, 68% were able to choose their start and finish times on a day-to-day basis, while a further 22% negotiated their start and finish times in advance with their employer;
- 75% could choose when their holidays were taken; and
- 90% had paid leave entitlements.

Other characteristics of part-time employees<sup>2</sup> in their main job include:

- 39% had some say in their start and finish times. Of these, 56% were able to choose their start and finish times on a day-to-day basis, while a further 33% negotiated their start and finish times in advance with their employer;
- 69% could choose when their holidays were taken; and
- 45% had paid leave entitlements.

END NOTES

1. These people may also have worked on Saturday and/or Sunday in their job/s. See paragraphs 18–19 of the Explanatory Notes for more information.
2. Excluding OMIEs.



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- 2 Whether had any say in the days on which worked, whether had any say in start and finish times, whether had an agreement with employer to work flexible hours, whether able to choose to work extra hours in order to take time off, whether guaranteed a minimum number of hours of work, whether able to choose when holidays were taken, whether earnings/income varied from one pay period to the next, whether usually required to be on call or standby and whether hours varied weekly or was usually required to be on call or standby, by full-time or part-time status in main job, by sex . . . . . 10
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# EMPLOYEES (EXCLUDING OMIES) IN MAIN JOB, Employment type and other selected working arrangements—By sex

	Males		Females		Persons	
	'000	%	'000	%	'000	%
Whether had paid leave entitlements						
With paid leave entitlements	3 553.1	80.4	3 043.1	73.4	6 596.2	77.0
Without paid leave entitlements	863.5	19.6	1 103.2	26.6	1 966.7	23.0
Whether had any say in start and finish times						
Had some say in start and finish times	1 838.9	41.6	1 715.3	41.4	3 554.2	41.5
Able to choose times on a day-to-day basis	1 241.8	28.1	1 064.0	25.7	2 305.8	26.9
Times negotiated with employer in advance	401.9	9.1	491.1	11.8	893.0	10.4
Other	195.2	4.4	160.2	3.9	355.4	4.2
Did not have say in start and finish times	2 577.7	58.4	2 431.1	58.6	5 008.8	58.5
Whether able to choose to work extra hours in order to take time off						
Able to choose to work extra hours	1 727.9	39.1	1 641.4	39.6	3 369.3	39.3
Not able to choose to work extra hours	2 415.5	54.7	2 313.8	55.8	4 729.3	55.2
Did not know	273.2	6.2	191.2	4.6	464.4	5.4
Whether able to choose when holidays were taken						
Could choose	3 301.5	74.8	2 997.9	72.3	6 299.4	73.6
Could sometimes choose	566.6	12.8	482.9	11.6	1 049.5	12.3
Could not choose	548.5	12.4	665.6	16.1	1 214.1	14.2
Whether usually worked extra hours or overtime and how compensated for overtime worked(a)						
Usually worked extra hours or overtime	1 844.4	41.8	1 375.6	33.2	3 220.0	37.6
Paid for overtime	875.3	19.8	482.3	11.6	1 357.7	15.9
Included in salary package	325.1	7.4	169.0	4.1	494.1	5.8
Entitled to receive time off in lieu	254.2	5.8	270.1	6.5	524.3	6.1
Compensated in some other way	56.7	1.3	42.3	1.0	99.0	1.2
Not compensated	399.7	9.1	455.6	11.0	855.4	10.0
Did not usually work any extra hours or overtime	2 572.2	58.2	2 770.8	66.8	5 343.0	62.4
Whether usually worked shift work and hours worked in most recent shift						
Usually worked shift work	760.7	17.2	618.9	14.9	1 379.6	16.1
Less than 8 hours	153.5	3.5	239.7	5.8	393.2	4.6
8 hours	252.6	5.7	239.7	5.8	492.3	5.7
9 to 12 hours	314.1	7.1	119.1	2.9	433.2	5.1
13 hours and over	40.6	0.9	20.4	0.5	60.9	0.7
Did not usually work shift work	3 655.9	82.8	3 527.5	85.1	7 183.3	83.9
<b>Total</b>	<b>4 416.6</b>	<b>100.0</b>	<b>4 146.4</b>	<b>100.0</b>	<b>8 563.0</b>	<b>100.0</b>

(a) Refers to all types of compensation received, therefore people may appear in more than one category.

# EMPLOYEES (EXCLUDING OMIES) IN MAIN JOB, Full-time or part-time status in main job—By selected working arrangements—By sex

	<i>Full-time employees</i>		<i>Part-time employees</i>		<i>Total</i>	
	'000	%	'000	%	'000	%
<b>MALES</b>						
Whether had any say in the days on which worked						
With paid leave entitlements	3 349.6	88.8	203.5	31.5	3 553.1	80.4
Without paid leave entitlements	420.6	11.2	442.8	68.5	863.5	19.6
Had some say in the days on which worked	114.7	3.0	174.0	26.9	288.8	6.5
Did not have any say in the days on which worked	305.9	8.1	268.8	41.6	574.7	13.0
Whether had any say in start and finish times						
Had some say in start and finish times	1 619.9	43.0	219.0	33.9	1 838.9	41.6
Able to choose times day-to-day	1 114.6	29.6	127.1	19.7	1 241.8	28.1
Times negotiated with employer in advance	346.0	9.2	56.0	8.7	401.9	9.1
Other	159.3	4.2	35.9	5.6	195.2	4.4
Did not have any say in start and finish times	2 150.4	57.0	427.3	66.1	2 577.7	58.4
Whether had an agreement with employer to work flexible hours						
Had an agreement to work flexible hours	1 112.0	29.5	193.8	30.0	1 305.8	29.6
Had a written agreement to work flexible hours	520.5	13.8	61.5	9.5	581.9	13.2
Had an unwritten agreement to work flexible hours	591.5	15.7	132.4	20.5	723.8	16.4
Did not have an agreement to work flexible hours	2 658.3	70.5	452.5	70.0	3 110.8	70.4
Whether able to choose to work extra hours in order to take time off						
Able to choose to work extra hours	1 557.5	41.3	170.4	26.4	1 727.9	39.1
Not able to choose to work extra hours	1 974.1	52.4	441.5	68.3	2 415.5	54.7
Did not know	238.8	6.3	34.5	5.3	273.2	6.2
Whether guaranteed a minimum number of hours of work						
Guaranteed minimum number of hours	3 375.1	89.5	338.1	52.3	3 713.2	84.1
Not guaranteed minimum number of hours	395.2	10.5	308.2	47.7	703.4	15.9
Whether able to choose when holidays were taken						
Could choose	2 881.2	76.4	420.3	65.0	3 301.5	74.8
Could sometimes choose	500.4	13.3	66.2	10.2	566.6	12.8
Could not choose	388.7	10.3	159.8	24.7	548.5	12.4
Whether earnings/income varied from one pay period to the next						
Earnings/income varied	767.3	20.4	292.0	45.2	1 059.3	24.0
Earnings/income did not vary	3 002.9	79.6	354.3	54.8	3 357.2	76.0
Whether usually required to be on call or standby						
Usually required to be on call or standby	959.6	25.5	154.5	23.9	1 114.2	25.2
Not usually required to be on call or standby	2 810.6	74.5	491.8	76.1	3 302.4	74.8
Whether hours varied weekly or was usually required to be on call or standby						
Hours varied weekly or was usually required to be on call or standby	1 458.4	38.7	300.2	46.5	1 758.7	39.8
How far in advance work schedule was known						
Less than 1 day	156.8	4.2	48.8	7.5	205.6	4.7
1 day to less than 1 week	334.7	8.9	110.7	17.1	445.5	10.1
1 day	70.2	1.9	16.8	2.6	87.0	2.0
2 days	39.1	1.0	13.0	2.0	52.1	1.2
3 days	24.3	0.6	10.1	1.6	34.4	0.8
4 days	11.3	0.3	*6.3	*1.0	17.6	0.4
5 days	14.4	0.4	*6.5	*1.0	21.0	0.5
6 days	18.6	0.5	9.3	1.4	27.8	0.6
1 week to less than 2 weeks	184.4	4.9	77.2	11.9	261.6	5.9
2 weeks to less than 4 weeks	140.3	3.7	33.7	5.2	174.0	3.9
4 weeks or more	600.7	15.9	45.8	7.1	646.6	14.6
Other/varied	198.3	5.3	32.7	5.1	231.0	5.2
Hours did not vary weekly and was not required to be on call or standby	2 311.8	61.3	346.1	53.5	2 657.9	60.2
<b>Total</b>	<b>3 770.3</b>	<b>100.0</b>	<b>646.3</b>	<b>100.0</b>	<b>4 416.6</b>	<b>100.0</b>

\* estimate has a relative standard error of 25% to 50% and should be used with caution

# EMPLOYEES (EXCLUDING OMIES) IN MAIN JOB, Full-time or part-time status in main job—By selected working arrangements—By sex *continued*

	<u>Full-time employees</u>		<u>Part-time employees</u>		<u>Total</u>	
	'000	%	'000	%	'000	%
FEMALES						
Whether had any say in the days on which worked						
With paid leave entitlements	2 115.8	91.8	927.3	50.4	3 043.1	73.4
Without paid leave entitlements	189.4	8.2	913.8	49.6	1 103.2	26.6
Had some say in the days on which worked	69.8	3.0	451.5	24.5	521.3	12.6
Did not have any say in the days on which worked	119.6	5.2	462.3	25.1	581.9	14.0
Whether had any say in start and finish times						
Had some say in start and finish times	974.0	42.3	741.2	40.3	1 715.3	41.4
Able to choose times day-to-day	654.4	28.4	409.6	22.2	1 064.0	25.7
Times negotiated with employer in advance	231.5	10.0	259.6	14.1	491.1	11.8
Other	88.2	3.8	72.0	3.9	160.2	3.9
Did not have any say in start and finish times	1 331.2	57.7	1 099.9	59.7	2 431.1	58.6
Whether had an agreement with employer to work flexible hours						
Had an agreement to work flexible hours	712.4	30.9	623.5	33.9	1 335.9	32.2
Had a written agreement to work flexible hours	367.5	15.9	227.1	12.3	594.6	14.3
Had an unwritten agreement to work flexible hours	345.0	15.0	396.4	21.5	741.4	17.9
Did not have an agreement to work flexible hours	1 592.8	69.1	1 217.6	66.1	2 810.4	67.8
Whether able to choose to work extra hours in order to take time off						
Able to choose to work extra hours	1 022.8	44.4	618.6	33.6	1 641.4	39.6
Not able to choose to work extra hours	1 181.5	51.3	1 132.3	61.5	2 313.8	55.8
Did not know	100.9	4.4	90.2	4.9	191.2	4.6
Whether guaranteed a minimum number of hours of work						
Guaranteed minimum number of hours	2 139.2	92.8	1 236.0	67.1	3 375.2	81.4
Not guaranteed minimum number of hours	166.0	7.2	605.1	32.9	771.1	18.6
Whether able to choose when holidays were taken						
Could choose	1 696.0	73.6	1 301.9	70.7	2 997.9	72.3
Could sometimes choose	285.0	12.4	197.9	10.7	482.9	11.6
Could not choose	324.2	14.1	341.3	18.5	665.6	16.1
Whether earnings/income varied from one pay period to the next						
Earnings/income varied	385.8	16.7	729.3	39.6	1 115.1	26.9
Earnings/income did not vary	1 919.4	83.3	1 111.8	60.4	3 031.2	73.1
Whether usually required to be on call or standby						
Usually required to be on call or standby	389.2	16.9	410.6	22.3	799.9	19.3
Not usually required to be on call or standby	1 916.1	83.1	1 430.4	77.7	3 346.5	80.7
Whether hours varied weekly or was usually required to be on call or standby						
Hours varied weekly or was usually required to be on call or standby	642.8	27.9	744.6	40.4	1 387.4	33.5
How far in advance work schedule was known						
Less than 1 day	46.1	2.0	86.5	4.7	132.6	3.2
1 day to less than 1 week	102.7	4.5	193.6	10.5	296.3	7.1
1 day	16.6	0.7	27.2	1.5	43.8	1.1
2 days	14.3	0.6	23.6	1.3	37.8	0.9
3 days	7.6	0.3	16.6	0.9	24.2	0.6
4 days	*5.9	*0.3	8.8	0.5	14.6	0.4
5 days	*5.7	*0.2	15.1	0.8	20.8	0.5
6 days	*6.6	*0.3	15.9	0.9	22.5	0.5
1 week to less than 2 weeks	102.4	4.4	195.7	10.6	298.1	7.2
2 weeks to less than 4 weeks	95.0	4.1	109.5	5.9	204.5	4.9
4 weeks or more	274.0	11.9	176.4	9.6	450.4	10.9
Other/varied	68.7	3.0	69.3	3.8	138.0	3.3
Hours did not vary weekly and was not required to be on call or standby	1 662.5	72.1	1 096.5	59.6	2 759.0	66.5
<b>Total</b>	<b>2 305.3</b>	<b>100.0</b>	<b>1 841.1</b>	<b>100.0</b>	<b>4 146.4</b>	<b>100.0</b>

\* estimate has a relative standard error of 25% to 50% and should be used with caution

# EMPLOYEES (EXCLUDING OMIES) IN MAIN JOB, Full-time or part-time status in main job—By selected working arrangements—By sex *continued*

	<u>Full-time employees</u>		<u>Part-time employees</u>		<u>Total</u>	
	'000	%	'000	%	'000	%
PERSONS						
Whether had any say in the days on which worked						
With paid leave entitlements	5 465.5	90.0	1 130.8	45.5	6 596.2	77.0
Without paid leave entitlements	610.1	10.0	1 356.7	54.5	1 966.7	23.0
Had some say in the days on which worked	184.6	3.0	625.5	25.1	810.1	9.5
Did not have any say in the days on which worked	425.5	7.0	731.1	29.4	1 156.6	13.5
Whether had any say in start and finish times						
Had some say in start and finish times	2 593.9	42.7	960.2	38.6	3 554.2	41.5
Able to choose times day-to-day	1 769.0	29.1	536.7	21.6	2 305.8	26.9
Times negotiated with employer in advance	577.5	9.5	315.6	12.7	893.0	10.4
Other	247.4	4.1	107.9	4.3	355.4	4.2
Did not have any say in start and finish times	3 481.6	57.3	1 527.2	61.4	5 008.8	58.5
Whether had an agreement with employer to work flexible hours						
Had an agreement to work flexible hours	1 824.4	30.0	817.3	32.9	2 641.7	30.9
Had a written agreement to work flexible hours	888.0	14.6	288.6	11.6	1 176.5	13.7
Had an unwritten agreement to work flexible hours	936.4	15.4	528.8	21.3	1 465.2	17.1
Did not have an agreement to work flexible hours	4 251.2	70.0	1 670.1	67.1	5 921.3	69.1
Whether able to choose to work extra hours in order to take time off						
Able to choose to work extra hours	2 580.2	42.5	789.0	31.7	3 369.3	39.3
Not able to choose to work extra hours	3 155.6	51.9	1 573.7	63.3	4 729.3	55.2
Did not know	339.7	5.6	124.7	5.0	464.4	5.4
Whether guaranteed a minimum number of hours of work						
Guaranteed minimum number of hours	5 514.3	90.8	1 574.1	63.3	7 088.4	82.8
Not guaranteed minimum number of hours	561.3	9.2	913.3	36.7	1 474.5	17.2
Whether able to choose when holidays were taken						
Could choose	4 577.2	75.3	1 722.2	69.2	6 299.4	73.6
Could sometimes choose	785.4	12.9	264.1	10.6	1 049.5	12.3
Could not choose	712.9	11.7	501.1	20.1	1 214.1	14.2
Whether earnings/income varied from one pay period to the next						
Earnings/income varied	1 153.2	19.0	1 021.3	41.1	2 174.5	25.4
Earnings/income did not vary	4 922.4	81.0	1 466.1	58.9	6 388.5	74.6
Whether usually required to be on call or standby						
Usually required to be on call or standby	1 348.9	22.2	565.2	22.7	1 914.0	22.4
Not usually required to be on call or standby	4 726.7	77.8	1 922.2	77.3	6 648.9	77.6
Whether hours varied weekly or was usually required to be on call or standby						
Hours varied weekly or was usually required to be on call or standby	2 101.3	34.6	1 044.8	42.0	3 146.0	36.7
How far in advance work schedule was known						
Less than 1 day	202.9	3.3	135.2	5.4	338.2	3.9
1 day to less than 1 week	437.4	7.2	304.4	12.2	741.8	8.7
1 day	86.8	1.4	43.9	1.8	130.7	1.5
2 days	53.3	0.9	36.6	1.5	90.0	1.1
3 days	31.8	0.5	26.7	1.1	58.6	0.7
4 days	17.2	0.3	15.0	0.6	32.2	0.4
5 days	20.1	0.3	21.7	0.9	41.8	0.5
6 days	25.2	0.4	25.1	1.0	50.3	0.6
1 week to less than 2 weeks	286.8	4.7	272.9	11.0	559.7	6.5
2 weeks to less than 4 weeks	235.3	3.9	143.3	5.8	378.6	4.4
4 weeks or more	874.8	14.4	222.2	8.9	1 097.0	12.8
Other/varied	267.0	4.4	102.0	4.1	369.0	4.3
Hours did not vary weekly and was not required to be on call or standby	3 974.3	65.4	1 442.6	58.0	5 416.9	63.3
<b>Total</b>	<b>6 075.5</b>	<b>100.0</b>	<b>2 487.4</b>	<b>100.0</b>	<b>8 563.0</b>	<b>100.0</b>

# EMPLOYEES (EXCLUDING OMIES) IN MAIN JOB, Whether had paid leave entitlements—By selected working arrangements—By sex

	<i>With paid leave entitlements</i>		<i>Without paid leave entitlements</i>		<i>Total</i>	
	'000	%	'000	%	'000	%
<b>MALES</b>						
Whether had any say in the days on which worked(a)						
Had some say in the days on which worked	..	..	288.8	33.4	288.8	6.5
Did not have any say in the days on which worked	..	..	574.7	66.6	574.7	13.0
Whether able to choose when holidays were taken						
Could choose	2 767.5	77.9	534.0	61.8	3 301.5	74.8
Could sometimes choose	481.5	13.6	85.0	9.8	566.6	12.8
Could not choose	304.1	8.6	244.4	28.3	548.5	12.4
Whether able to choose to work extra hours in order to take time off						
Able to choose to work extra hours	1 528.6	43.0	199.2	23.1	1 727.9	39.1
Not able to choose to work extra hours	1 806.2	50.8	609.3	70.6	2 415.5	54.7
Did not know	218.3	6.1	54.9	6.4	273.2	6.2
Whether usually worked extra hours or overtime and how compensated for overtime worked(b)						
Usually worked extra hours or overtime	1 677.0	47.2	167.4	19.4	1 844.4	41.8
Paid for overtime	749.0	21.1	126.3	14.6	875.3	19.8
Included in salary package	316.9	8.9	8.2	0.9	325.1	7.4
Entitled to receive time off in lieu	247.9	7.0	*6.3	*0.7	254.2	5.8
Compensated in some other way	52.3	1.5	*4.4	*0.5	56.7	1.3
Not compensated	372.9	10.5	26.8	3.1	399.7	9.1
Did not usually work any extra hours or overtime	1 876.1	52.8	696.1	80.6	2 572.2	58.2
<b>Total</b>	<b>3 553.1</b>	<b>100.0</b>	<b>863.5</b>	<b>100.0</b>	<b>4 416.6</b>	<b>100.0</b>
<b>FEMALES</b>						
Whether had any say in the days on which worked(a)						
Had some say in the days on which worked	..	..	521.3	47.3	521.3	12.6
Did not have any say in the days on which worked	..	..	581.9	52.7	581.9	14.0
Whether able to choose when holidays were taken						
Could choose	2 236.0	73.5	761.9	69.1	2 997.9	72.3
Could sometimes choose	383.2	12.6	99.7	9.0	482.9	11.6
Could not choose	423.9	13.9	241.6	21.9	665.6	16.1
Whether able to choose to work extra hours in order to take time off						
Able to choose to work extra hours	1 376.2	45.2	265.2	24.0	1 641.4	39.6
Not able to choose to work extra hours	1 524.4	50.1	789.4	71.6	2 313.8	55.8
Did not know	142.5	4.7	48.7	4.4	191.2	4.6
Whether usually worked extra hours or overtime and how compensated for overtime worked(b)						
Usually worked extra hours or overtime	1 216.8	40.0	158.8	14.4	1 375.6	33.2
Paid for overtime	381.4	12.5	100.9	9.1	482.3	11.6
Included in salary package	165.7	5.4	*3.3	*0.3	169.0	4.1
Entitled to receive time off in lieu	265.7	8.7	*4.4	*0.4	270.1	6.5
Compensated in some other way	35.4	1.2	*6.9	*0.6	42.3	1.0
Not compensated	412.3	13.5	43.3	3.9	455.6	11.0
Did not usually work any extra hours or overtime	1 826.3	60.0	944.5	85.6	2 770.8	66.8
<b>Total</b>	<b>3 043.1</b>	<b>100.0</b>	<b>1 103.2</b>	<b>100.0</b>	<b>4 146.4</b>	<b>100.0</b>

\* estimate has a relative standard error of 25% to 50% and should be used with caution  
 .. not applicable

(a) See paragraph 17 of the Explanatory Notes for more information.  
 (b) Refers to all types of compensation received, therefore people may appear in more than one category.

# EMPLOYEES (EXCLUDING OMIES) IN MAIN JOB, Whether had paid leave entitlements—By selected working arrangements—By sex *continued*

	<i>With paid leave entitlements</i>		<i>Without paid leave entitlements</i>		<i>Total</i>	
	'000	%	'000	%	'000	%
PERSONS						
Whether had any say in the days on which worked(a)						
Had some say in the days on which worked	..	..	810.1	41.2	810.1	9.5
Did not have any say in the days on which worked	..	..	1 156.6	58.8	1 156.6	13.5
Whether able to choose when holidays were taken						
Could choose	5 003.5	75.9	1 295.9	65.9	6 299.4	73.6
Could sometimes choose	864.7	13.1	184.7	9.4	1 049.5	12.3
Could not choose	728.0	11.0	486.0	24.7	1 214.1	14.2
Whether able to choose to work extra hours in order to take time off						
Able to choose to work extra hours	2 904.8	44.0	464.4	23.6	3 369.3	39.3
Not able to choose to work extra hours	3 330.6	50.5	1 398.7	71.1	4 729.3	55.2
Did not know	360.8	5.5	103.6	5.3	464.4	5.4
Whether usually worked extra hours or overtime and how compensated for overtime worked(b)						
Usually worked extra hours or overtime	2 893.8	43.9	326.2	16.6	3 220.0	37.6
Paid for overtime	1 130.4	17.1	227.3	11.6	1 357.7	15.9
Included in salary package	482.6	7.3	11.5	0.6	494.1	5.8
Entitled to receive time off in lieu	513.7	7.8	10.7	0.5	524.3	6.1
Compensated in some other way	87.6	1.3	11.4	0.6	99.0	1.2
Not compensated	785.2	11.9	70.2	3.6	855.4	10.0
Did not usually work any extra hours or overtime	3 702.4	56.1	1 640.5	83.4	5 343.0	62.4
<b>Total</b>	<b>6 596.2</b>	<b>100.0</b>	<b>1 966.7</b>	<b>100.0</b>	<b>8 563.0</b>	<b>100.0</b>

.. not applicable

(a) See paragraph 17 of the Explanatory Notes for more information.

(b) Refers to all types of compensation received, therefore people may appear in more than one category.



# EMPLOYEES (EXCLUDING OMIES) IN MAIN JOB, Whether had paid leave entitlements—By selected job characteristics—By sex

	<i>With paid leave entitlements</i>		<i>Without paid leave entitlements</i>		<i>Total</i>	
	'000	%	'000	%	'000	%
<b>MALES</b>						
Whether guaranteed a minimum number of hours of work						
Guaranteed minimum number of hours	3 341.6	94.0	371.6	43.0	3 713.2	84.1
Not guaranteed minimum number of hours	211.5	6.0	491.9	57.0	703.4	15.9
Whether earnings/income varied from one pay period to the next						
Earnings/income varied	624.6	17.6	434.8	50.4	1 059.3	24.0
Earnings/income did not vary	2 928.5	82.4	428.7	49.6	3 357.2	76.0
Whether received casual loading as part of pay						
Received casual loading	93.2	2.6	394.1	45.6	487.3	11.0
Did not receive casual loading	3 379.4	95.1	353.2	40.9	3 732.6	84.5
Did not know	80.5	2.3	116.2	13.5	196.7	4.5
Whether considered job to be casual						
Considered job to be casual	65.9	1.9	745.6	86.3	811.5	18.4
Did not consider job to be casual	3 487.2	98.1	117.9	13.7	3 605.1	81.6
<b>Total</b>	<b>3 553.1</b>	<b>100.0</b>	<b>863.5</b>	<b>100.0</b>	<b>4 416.6</b>	<b>100.0</b>
<b>FEMALES</b>						
Whether guaranteed a minimum number of hours of work						
Guaranteed minimum number of hours	2 863.3	94.1	511.9	46.4	3 375.2	81.4
Not guaranteed minimum number of hours	179.8	5.9	591.3	53.6	771.1	18.6
Whether earnings/income varied from one pay period to the next						
Earnings/income varied	509.9	16.8	605.2	54.9	1 115.1	26.9
Earnings/income did not vary	2 533.2	83.2	498.0	45.1	3 031.2	73.1
Whether received casual loading as part of pay						
Received casual loading	121.2	4.0	572.6	51.9	693.7	16.7
Did not receive casual loading	2 847.9	93.6	352.8	32.0	3 200.7	77.2
Did not know	74.1	2.4	177.9	16.1	252.0	6.1
Whether considered job to be casual						
Considered job to be casual	104.2	3.4	1 020.4	92.5	1 124.5	27.1
Did not consider job to be casual	2 938.9	96.6	82.9	7.5	3 021.8	72.9
<b>Total</b>	<b>3 043.1</b>	<b>100.0</b>	<b>1 103.2</b>	<b>100.0</b>	<b>4 146.4</b>	<b>100.0</b>
<b>PERSONS</b>						
Whether guaranteed a minimum number of hours of work						
Guaranteed minimum number of hours	6 204.9	94.1	883.5	44.9	7 088.4	82.8
Not guaranteed minimum number of hours	391.3	5.9	1 083.2	55.1	1 474.5	17.2
Whether earnings/income varied from one pay period to the next						
Earnings/income varied	1 134.5	17.2	1 040.0	52.9	2 174.5	25.4
Earnings/income did not vary	5 461.7	82.8	926.7	47.1	6 388.5	74.6
Whether received casual loading as part of pay						
Received casual loading	214.3	3.2	966.7	49.2	1 181.0	13.8
Did not receive casual loading	6 227.3	94.4	706.0	35.9	6 933.3	81.0
Did not know	154.6	2.3	294.1	15.0	448.7	5.2
Whether considered job to be casual						
Considered job to be casual	170.1	2.6	1 766.0	89.8	1 936.1	22.6
Did not consider job to be casual	6 426.1	97.4	200.7	10.2	6 626.9	77.4
<b>Total</b>	<b>6 596.2</b>	<b>100.0</b>	<b>1 966.7</b>	<b>100.0</b>	<b>8 563.0</b>	<b>100.0</b>

# EMPLOYEES (EXCLUDING OMIES) IN MAIN JOB, Whether had any say in start and finish times—By age and industry, occupation and sector of main job—By sex

## HAD SOME SAY IN START AND FINISH TIMES

	<i>Able to choose times day-to-day</i>	<i>Times negotiated with employer in advance</i>	<i>Other</i>	<i>Total</i>	<i>Did not have any say in start and finish times</i>	<i>Had some say in start and finish times</i>	
	'000	'000	'000	'000	'000	'000	%
<b>MALES</b>							
Age group (years)							
15–19	14.7	20.1	*3.9	38.8	170.8	209.6	18.5
20–24	91.6	48.6	19.1	159.2	395.0	554.3	28.7
25–34	292.5	120.1	48.1	460.7	672.7	1 133.4	40.6
35–44	335.5	96.3	53.4	485.2	530.5	1 015.6	47.8
45–54	305.8	73.9	37.0	416.7	469.9	886.6	47.0
55–59	100.3	21.6	16.5	138.4	190.4	328.9	42.1
60–64	68.5	17.2	13.1	98.9	110.4	209.3	47.2
65 and over	32.9	*4.1	*4.1	41.1	37.8	78.9	52.1
Industry of main job							
Agriculture, forestry and fishing	32.3	8.8	*3.7	44.9	52.9	97.8	45.9
Mining	25.9	9.9	*5.7	41.5	104.1	145.6	28.5
Manufacturing	142.3	48.8	22.9	213.9	424.2	638.2	33.5
Electricity, gas, water and waste services	24.4	8.1	*6.2	38.7	52.6	91.3	42.4
Construction	110.0	39.1	19.8	169.0	307.4	476.4	35.5
Wholesale trade	80.7	24.0	9.5	114.2	130.6	244.8	46.6
Retail trade	73.2	43.6	15.4	132.2	253.5	385.7	34.3
Accommodation and food services	41.1	30.7	15.3	87.0	150.0	237.0	36.7
Transport, postal and warehousing	63.4	23.6	19.0	105.9	228.4	334.3	31.7
Information media and telecommunications	44.3	10.6	*2.7	57.5	46.6	104.1	55.3
Financial and insurance services	71.8	19.8	7.6	99.2	57.6	156.9	63.3
Rental, hiring and real estate services	22.4	*5.8	—	28.3	27.9	56.2	50.3
Professional, scientific and technical services	151.8	28.7	10.8	191.3	110.3	301.6	63.4
Administrative and support services	27.8	11.7	7.9	47.4	62.9	110.3	43.0
Public administration and safety	150.2	24.9	7.9	183.1	158.1	341.2	53.7
Education and training	63.0	20.1	14.7	97.8	135.0	232.8	42.0
Health care and social assistance	50.2	21.0	15.0	86.2	128.1	214.3	40.2
Arts and recreation services	19.7	*5.4	*3.9	29.1	43.8	72.9	39.9
Other services	47.2	17.4	*7.0	71.6	103.8	175.4	40.8
Occupation of main job							
Managers	281.2	58.3	21.8	361.2	154.5	515.8	70.0
Professionals	407.5	86.7	45.1	539.2	363.0	902.2	59.8
Technicians and trade workers	198.7	89.5	37.3	325.5	657.0	982.4	33.1
Community and personal service workers	28.2	23.6	12.8	64.6	210.1	274.7	23.5
Clerical and administrative workers	120.6	34.1	17.5	172.2	178.9	351.1	49.0
Sales workers	75.4	31.6	17.8	124.9	169.5	294.3	42.4
Machinery operators and drivers	58.3	40.4	21.0	119.7	410.8	530.5	22.6
Labourers	72.0	37.7	21.9	131.7	433.9	565.6	23.3
Sector of main job							
Public	242.0	52.2	30.8	325.0	362.9	687.9	47.2
Private	995.3	348.8	164.1	1 508.2	2 206.8	3 714.9	40.6
Could not be determined	*4.5	**0.9	**0.4	*5.7	8.0	13.7	*41.8
<b>Total</b>	<b>1 241.8</b>	<b>401.9</b>	<b>195.2</b>	<b>1 838.9</b>	<b>2 577.7</b>	<b>4 416.6</b>	<b>41.6</b>

\* estimate has a relative standard error of 25% to 50% and should be used with caution

\*\* estimate has a relative standard error greater than 50% and is considered too unreliable for general use

— nil or rounded to zero (including null cells)

# EMPLOYEES (EXCLUDING OMIES) IN MAIN JOB, Whether had any say in start and finish times—By age and industry, occupation and sector of main job—By sex *continued*

## HAD SOME SAY IN START AND FINISH TIMES

	<i>Able to choose times day-to-day</i>	<i>Times negotiated with employer in advance</i>	<i>Other</i>	<i>Total</i>	<i>Did not have any say in start and finish times</i>	<i>Had some say in start and finish times</i>	
	'000	'000	'000	'000	'000	'000	%
FEMALES							
Age group (years)							
15–19	11.3	21.8	*6.5	39.6	166.1	205.7	19.2
20–24	76.7	64.6	16.7	158.1	378.1	536.2	29.5
25–34	258.8	113.3	37.0	409.0	525.6	934.6	43.8
35–44	295.7	130.0	34.9	460.5	466.5	927.0	49.7
45–54	266.8	103.9	40.8	411.5	551.5	963.0	42.7
55–59	86.7	32.8	14.7	134.2	202.1	336.3	39.9
60–64	51.7	19.2	*6.9	77.8	105.8	183.7	42.4
65 and over	16.3	*5.5	*2.8	24.5	35.3	59.8	41.0
Industry of main job							
Agriculture, forestry and fishing	9.7	*3.1	**1.0	13.8	16.5	30.3	45.6
Mining	8.5	**0.2	**0.3	9.0	10.9	19.9	45.4
Manufacturing	66.6	20.5	7.3	94.4	128.5	222.9	42.4
Electricity, gas, water and waste services	12.9	**1.7	**0.2	14.9	8.9	23.8	62.6
Construction	18.8	9.0	**1.6	29.4	32.5	61.9	47.5
Wholesale trade	36.9	10.8	*5.6	53.3	64.9	118.2	45.1
Retail trade	84.7	84.1	18.9	187.7	352.8	540.5	34.7
Accommodation and food services	49.0	53.8	12.4	115.2	221.9	337.1	34.2
Transport, postal and warehousing	23.2	9.4	*3.8	36.4	69.4	105.8	34.4
Information media and telecommunications	31.5	10.7	*2.6	44.8	41.7	86.5	51.8
Financial and insurance services	68.6	22.9	*3.2	94.6	96.4	191.1	49.5
Rental, hiring and real estate services	22.3	11.9	**1.6	35.7	36.8	72.5	49.3
Professional, scientific and technical services	113.5	28.1	9.8	151.4	126.0	277.4	54.6
Administrative and support services	39.7	14.3	*7.1	61.2	76.2	137.3	44.5
Public administration and safety	164.5	27.8	8.2	200.5	113.4	313.9	63.9
Education and training	90.7	34.9	30.4	155.9	380.9	536.8	29.0
Health care and social assistance	171.6	121.7	38.9	332.3	541.5	873.8	38.0
Arts and recreation services	17.5	12.2	**1.5	31.1	36.1	67.2	46.3
Other services	34.0	13.9	*5.6	53.6	75.9	129.6	41.4
Occupation of main job							
Managers	162.2	40.0	15.7	217.9	129.9	347.9	62.7
Professionals	322.1	99.4	48.0	469.5	569.2	1 038.7	45.2
Technicians and trade workers	30.0	21.4	*6.2	57.6	112.1	169.7	33.9
Community and personal service workers	71.0	95.7	33.0	199.7	447.2	646.9	30.9
Clerical and administrative workers	348.8	117.9	24.5	491.2	539.4	1 030.7	47.7
Sales workers	76.0	79.5	15.2	170.8	335.3	506.1	33.7
Machinery operators and drivers	7.9	*4.7	*2.8	15.4	33.7	49.0	31.3
Labourers	46.0	32.5	14.6	93.1	264.3	357.5	26.1
Sector of main job							
Public	306.8	89.9	42.2	438.9	558.5	997.4	44.0
Private	751.9	399.7	115.9	1 267.5	1 861.1	3 128.6	40.5
Could not be determined	*5.3	**1.5	*2.1	8.9	11.5	20.4	43.5
<b>Total</b>	<b>1 064.0</b>	<b>491.1</b>	<b>160.2</b>	<b>1 715.3</b>	<b>2 431.1</b>	<b>4 146.4</b>	<b>41.4</b>

\* estimate has a relative standard error of 25% to 50% and should be used with caution

\*\* estimate has a relative standard error greater than 50% and is considered too unreliable for general use

# EMPLOYEES (EXCLUDING OMIES) IN MAIN JOB, Whether had any say in start and finish times—By age and industry, occupation and sector of main job—By sex *continued*

## HAD SOME SAY IN START AND FINISH TIMES

	<i>Able to choose times day-to-day</i>	<i>Times negotiated with employer in advance</i>	<i>Other</i>	<i>Total</i>	<i>Did not have any say in start and finish times</i>	<i>Had some say in start and finish times</i>	
	'000	'000	'000	'000	'000	'000	%
PERSONS							
Age group (years)							
15–19	26.1	41.9	10.4	78.4	336.9	415.3	18.9
20–24	168.3	113.2	35.8	317.3	773.2	1 090.4	29.1
25–34	551.3	233.5	85.0	869.8	1 198.3	2 068.1	42.1
35–44	631.2	226.3	88.2	945.7	997.0	1 942.7	48.7
45–54	572.6	177.8	77.8	828.2	1 021.5	1 849.7	44.8
55–59	186.9	54.5	31.2	272.6	392.5	665.2	41.0
60–64	120.2	36.4	20.0	176.7	216.3	393.0	45.0
65 and over	49.2	9.6	*6.9	65.6	73.1	138.7	47.3
Industry of main job							
Agriculture, forestry and fishing	42.0	11.9	*4.8	58.7	69.4	128.1	45.8
Mining	34.4	10.0	*6.0	50.5	115.0	165.5	30.5
Manufacturing	208.8	69.3	30.3	308.4	552.7	861.1	35.8
Electricity, gas, water and waste services	37.3	9.9	*6.5	53.6	61.5	115.1	46.6
Construction	128.8	48.1	21.5	198.4	339.9	538.3	36.9
Wholesale trade	117.5	34.8	15.1	167.4	195.6	363.0	46.1
Retail trade	158.0	127.7	34.2	319.9	606.3	926.2	34.5
Accommodation and food services	90.1	84.4	27.7	202.3	371.9	574.1	35.2
Transport, postal and warehousing	86.5	33.0	22.8	142.3	297.8	440.1	32.3
Information media and telecommunications	75.8	21.3	*5.3	102.3	88.2	190.6	53.7
Financial and insurance services	140.4	42.7	10.8	193.9	154.1	347.9	55.7
Rental, hiring and real estate services	44.7	17.7	**1.6	64.0	64.7	128.7	49.7
Professional, scientific and technical services	265.3	56.8	20.6	342.7	236.4	579.0	59.2
Administrative and support services	67.5	26.0	15.1	108.6	139.0	247.6	43.9
Public administration and safety	314.7	52.7	16.2	383.6	271.5	655.1	58.6
Education and training	153.7	55.0	45.0	253.7	515.8	769.5	33.0
Health care and social assistance	221.8	142.8	53.9	418.5	669.5	1 088.1	38.5
Arts and recreation services	37.2	17.6	*5.4	60.3	79.9	140.1	43.0
Other services	81.2	31.3	12.7	125.2	179.7	304.9	41.1
Occupation of main job							
Managers	443.3	98.4	37.5	579.2	284.4	863.6	67.1
Professionals	729.6	186.1	93.1	1 008.7	932.1	1 940.8	52.0
Technicians and trade workers	228.7	110.9	43.5	383.0	769.1	1 152.1	33.2
Community and personal service workers	99.1	119.3	45.8	264.3	657.3	921.6	28.7
Clerical and administrative workers	469.4	151.9	42.1	663.4	718.3	1 381.8	48.0
Sales workers	151.4	111.2	33.0	295.7	504.8	800.4	36.9
Machinery operators and drivers	66.1	45.1	23.8	135.1	444.5	579.5	23.3
Labourers	118.1	70.2	36.6	224.8	698.3	923.1	24.4
Sector of main job							
Public	548.9	142.1	73.0	763.9	921.4	1 685.3	45.3
Private	1 747.2	748.6	279.9	2 775.6	4 067.9	6 843.5	40.6
Could not be determined	9.7	*2.4	*2.4	14.6	19.5	34.1	42.8
<b>Total</b>	<b>2 305.8</b>	<b>893.0</b>	<b>355.4</b>	<b>3 554.2</b>	<b>5 008.8</b>	<b>8 563.0</b>	<b>41.5</b>

\* estimate has a relative standard error of 25% to 50% and should be used with caution

\*\* estimate has a relative standard error greater than 50% and is considered too unreliable for general use

# EMPLOYEES (EXCLUDING OMIES) IN MAIN JOB, Whether able to choose to work extra hours in order to take time off—By age and industry, occupation and sector of main job—By sex

	Able to choose to work extra hours	Not able to choose to work extra hours	Did not know	Total	Able to choose to work extra hours
	'000	'000	'000	'000	%
MALES					
Age group (years)					
15–19	56.2	139.3	14.2	209.6	26.8
20–24	191.5	320.0	42.7	554.3	34.6
25–34	455.6	600.3	77.6	1 133.4	40.2
35–44	417.2	536.6	61.7	1 015.6	41.1
45–54	371.6	468.5	46.6	886.6	41.9
55–59	128.3	185.8	14.7	328.9	39.0
60–64	83.9	112.1	13.3	209.3	40.1
65 and over	23.5	52.9	*2.5	78.9	29.8
Industry of main job					
Agriculture, forestry and fishing	46.7	43.3	7.8	97.8	47.8
Mining	49.3	91.9	*4.4	145.6	33.8
Manufacturing	244.7	348.2	45.4	638.2	38.3
Electricity, gas, water and waste services	40.7	44.9	*5.7	91.3	44.6
Construction	179.9	252.3	44.2	476.4	37.8
Wholesale trade	97.0	134.1	13.7	244.8	39.6
Retail trade	126.5	234.8	24.4	385.7	32.8
Accommodation and food services	70.9	152.0	14.1	237.0	29.9
Transport, postal and warehousing	91.7	223.6	19.0	334.3	27.4
Information media and telecommunications	44.8	52.7	*6.6	104.1	43.0
Financial and insurance services	72.5	74.5	9.9	156.9	46.2
Rental, hiring and real estate services	30.8	22.7	*2.6	56.2	54.9
Professional, scientific and technical services	154.2	125.8	21.5	301.6	51.1
Administrative and support services	39.6	64.9	*5.8	110.3	35.9
Public administration and safety	194.5	132.4	14.3	341.2	57.0
Education and training	62.5	164.2	*6.1	232.8	26.9
Health care and social assistance	79.9	122.5	11.9	214.3	37.3
Arts and recreation services	30.9	37.3	*4.7	72.9	42.4
Other services	70.8	93.4	11.2	175.4	40.3
Occupation of main job					
Managers	267.1	229.6	19.1	515.8	51.8
Professionals	423.6	426.7	51.8	902.2	47.0
Technicians and trade workers	385.5	523.3	73.6	982.4	39.2
Community and personal service workers	73.9	188.3	12.5	274.7	26.9
Clerical and administrative workers	172.6	156.0	22.6	351.1	49.2
Sales workers	104.7	173.4	16.3	294.3	35.6
Machinery operators and drivers	150.6	341.1	38.8	530.5	28.4
Labourers	149.9	377.1	38.6	565.6	26.5
Sector of main job					
Public	313.9	346.7	27.3	687.9	45.6
Private	1 411.4	2 058.0	245.6	3 714.9	38.0
Could not be determined	*2.6	10.8	**0.4	13.7	*18.7
Total	1 727.9	2 415.5	273.2	4 416.6	39.1

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\*\* estimate has a relative standard error greater than 50% and is considered too unreliable for general use

EMPLOYEES (EXCLUDING OMIES) IN MAIN JOB, Whether able to choose to work extra hours in order to take time off—By age and industry, occupation and sector of main job—By sex *continued*

	Able to choose to work extra hours	Not able to choose to work extra hours	Did not know	Total	Able to choose to work extra hours
	'000	'000	'000	'000	%
FEMALES					
Age group (years)					
15–19	42.4	152.4	10.9	205.7	20.6
20–24	164.6	334.4	37.1	536.2	30.7
25–34	413.2	477.5	43.9	934.6	44.2
35–44	416.1	468.5	42.5	927.0	44.9
45–54	378.2	546.6	38.2	963.0	39.3
55–59	136.7	190.4	9.2	336.3	40.6
60–64	72.8	104.5	*6.3	183.7	39.7
65 and over	17.4	39.5	*3.0	59.8	29.1
Industry of main job					
Agriculture, forestry and fishing	15.6	14.7	—	30.3	51.4
Mining	11.4	7.6	**0.9	19.9	57.2
Manufacturing	86.7	123.7	12.5	222.9	38.9
Electricity, gas, water and waste services	14.5	*6.8	*2.6	23.8	60.8
Construction	34.0	25.9	*1.9	61.9	55.0
Wholesale trade	47.4	65.1	*5.7	118.2	40.1
Retail trade	183.4	326.1	30.9	540.5	33.9
Accommodation and food services	91.5	223.7	21.9	337.1	27.1
Transport, postal and warehousing	39.9	57.5	8.4	105.8	37.7
Information media and telecommunications	39.8	42.0	*4.6	86.5	46.0
Financial and insurance services	89.6	91.7	9.7	191.1	46.9
Rental, hiring and real estate services	40.1	29.5	*2.9	72.5	55.3
Professional, scientific and technical services	156.5	112.2	8.7	277.4	56.4
Administrative and support services	53.2	76.8	7.4	137.3	38.7
Public administration and safety	195.6	108.2	10.1	313.9	62.3
Education and training	132.4	388.4	16.0	536.8	24.7
Health care and social assistance	322.2	514.5	37.1	873.8	36.9
Arts and recreation services	31.7	34.1	**1.4	67.2	47.2
Other services	55.8	65.3	8.5	129.6	43.1
Occupation of main job					
Managers	186.3	142.0	19.5	347.9	53.6
Professionals	408.6	598.5	31.6	1 038.7	39.3
Technicians and trade workers	66.0	97.6	*6.1	169.7	38.9
Community and personal service workers	175.0	439.9	32.1	646.9	27.0
Clerical and administrative workers	557.8	424.5	48.4	1 030.7	54.1
Sales workers	157.8	322.1	26.2	506.1	31.2
Machinery operators and drivers	15.0	29.6	*4.5	49.0	30.6
Labourers	75.1	259.6	22.8	357.5	21.0
Sector of main job					
Public	429.5	535.8	32.1	997.4	43.1
Private	1 205.4	1 764.7	158.5	3 128.6	38.5
Could not be determined	*6.5	13.3	**0.6	20.4	*31.9
Total	1 641.4	2 313.8	191.2	4 146.4	39.6

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\*\* estimate has a relative standard error greater than 50% and is considered too unreliable for general use  
— nil or rounded to zero (including null cells)

EMPLOYEES (EXCLUDING OMIES) IN MAIN JOB, Whether able to choose to work extra hours in order to take time off—By age and industry, occupation and sector of main job—By sex *continued*

	Able to choose to work extra hours	Not able to choose to work extra hours	Did not know	Total	Able to choose to work extra hours
	'000	'000	'000	'000	%
PERSONS					
Age group (years)					
15–19	98.5	291.7	25.1	415.3	23.7
20–24	356.2	654.4	79.8	1 090.4	32.7
25–34	868.8	1 077.8	121.5	2 068.1	42.0
35–44	833.3	1 005.1	104.2	1 942.7	42.9
45–54	749.8	1 015.1	84.8	1 849.7	40.5
55–59	265.0	376.2	23.9	665.2	39.8
60–64	156.7	216.6	19.6	393.0	39.9
65 and over	40.9	92.4	*5.4	138.7	29.5
Industry of main job					
Agriculture, forestry and fishing	62.3	58.0	7.8	128.1	48.6
Mining	60.7	99.5	*5.3	165.5	36.7
Manufacturing	331.4	471.8	57.9	861.1	38.5
Electricity, gas, water and waste services	55.1	51.7	8.2	115.1	47.9
Construction	214.0	278.2	46.1	538.3	39.8
Wholesale trade	144.4	199.2	19.4	363.0	39.8
Retail trade	309.9	560.9	55.3	926.2	33.5
Accommodation and food services	162.5	375.7	36.0	574.1	28.3
Transport, postal and warehousing	131.7	281.1	27.4	440.1	29.9
Information media and telecommunications	84.6	94.7	11.3	190.6	44.4
Financial and insurance services	162.1	166.2	19.7	347.9	46.6
Rental, hiring and real estate services	70.9	52.2	*5.5	128.7	55.1
Professional, scientific and technical services	310.8	238.0	30.2	579.0	53.7
Administrative and support services	92.8	141.7	13.2	247.6	37.5
Public administration and safety	390.1	240.6	24.4	655.1	59.6
Education and training	194.9	552.6	22.1	769.5	25.3
Health care and social assistance	402.1	637.0	48.9	1 088.1	37.0
Arts and recreation services	62.6	71.4	*6.1	140.1	44.7
Other services	126.6	158.7	19.7	304.9	41.5
Occupation of main job					
Managers	453.4	371.6	38.6	863.6	52.5
Professionals	832.2	1 025.2	83.4	1 940.8	42.9
Technicians and trade workers	451.4	620.9	79.7	1 152.1	39.2
Community and personal service workers	248.8	628.2	44.5	921.6	27.0
Clerical and administrative workers	730.4	580.5	70.9	1 381.8	52.9
Sales workers	262.4	495.5	42.5	800.4	32.8
Machinery operators and drivers	165.6	370.7	43.2	579.5	28.6
Labourers	225.0	636.7	61.4	923.1	24.4
Sector of main job					
Public	743.4	882.5	59.4	1 685.3	44.1
Private	2 616.8	3 822.7	404.0	6 843.5	38.2
Could not be determined	9.1	24.1	**1.0	34.1	26.6
<b>Total</b>	<b>3 369.3</b>	<b>4 729.3</b>	<b>464.4</b>	<b>8 563.0</b>	<b>39.3</b>

\* estimate has a relative standard error of 25% to 50% and should be used with caution

\*\* estimate has a relative standard error greater than 50% and is considered too unreliable for general use

# EMPLOYEES (EXCLUDING OMIES) IN MAIN JOB, Whether usually worked shift work—By age and industry, occupation and sector of main job—By sex

	Usually worked shift work	Did not usually work shift work	Total	Usually worked shift work
	'000	'000	'000	%
MALES				
Age group (years)				
15–19	35.8	173.8	209.6	17.1
20–24	103.9	450.3	554.3	18.7
25–34	199.5	933.9	1 133.4	17.6
35–44	184.5	831.1	1 015.6	18.2
45–54	145.9	740.8	886.6	16.5
55–59	59.4	269.4	328.9	18.1
60–64	26.9	182.4	209.3	12.9
65 and over	*4.8	74.1	78.9	*6.1
Industry of main job				
Agriculture, forestry and fishing	8.3	89.5	97.8	8.5
Mining	76.3	69.3	145.6	52.4
Manufacturing	122.8	515.4	638.2	19.2
Electricity, gas, water and waste services	12.0	79.3	91.3	13.1
Construction	24.8	451.6	476.4	5.2
Wholesale trade	17.2	227.6	244.8	7.0
Retail trade	49.6	336.1	385.7	12.9
Accommodation and food services	104.9	132.1	237.0	44.3
Transport, postal and warehousing	109.8	224.5	334.3	32.9
Information media and telecommunications	14.4	89.7	104.1	13.9
Financial and insurance services	*6.1	150.7	156.9	*3.9
Rental, hiring and real estate services	*3.6	52.6	56.2	*6.4
Professional, scientific and technical services	15.0	286.7	301.6	5.0
Administrative and support services	16.2	94.1	110.3	14.7
Public administration and safety	79.3	261.9	341.2	23.2
Education and training	8.6	224.2	232.8	3.7
Health care and social assistance	63.2	151.1	214.3	29.5
Arts and recreation services	16.4	56.5	72.9	22.5
Other services	12.2	163.2	175.4	7.0
Occupation of main job				
Managers	45.6	470.1	515.8	8.8
Professionals	68.1	834.1	902.2	7.5
Technicians and trade workers	145.9	836.6	982.4	14.8
Community and personal service workers	148.1	126.6	274.7	53.9
Clerical and administrative workers	35.8	315.3	351.1	10.2
Sales workers	36.2	258.1	294.3	12.3
Machinery operators and drivers	161.2	369.3	530.5	30.4
Labourers	119.9	445.7	565.6	21.2
Sector of main job				
Public	138.8	549.1	687.9	20.2
Private	621.5	3 093.4	3 714.9	16.7
Could not be determined	**0.4	13.4	13.7	**2.8
Total	760.7	3 655.9	4 416.6	17.2

\* estimate has a relative standard error of 25% to 50% and should be used with caution

\*\* estimate has a relative standard error greater than 50% and is considered too unreliable for general use



# EMPLOYEES (EXCLUDING OMIES) IN MAIN JOB, Whether usually worked shift work—By age and industry, occupation and sector of main job—By sex *continued*

	Usually worked shift work	Did not usually work shift work	Total	Usually worked shift work
	'000	'000	'000	%
FEMALES				
Age group (years)				
15–19	38.8	166.9	205.7	18.9
20–24	95.4	440.7	536.2	17.8
25–34	144.6	790.0	934.6	15.5
35–44	130.1	796.9	927.0	14.0
45–54	132.1	831.0	963.0	13.7
55–59	43.0	293.3	336.3	12.8
60–64	24.8	158.9	183.7	13.5
65 and over	10.0	49.8	59.8	16.7
Industry of main job				
Agriculture, forestry and fishing	**1.0	29.3	30.3	**3.3
Mining	*4.7	15.2	19.9	*23.7
Manufacturing	25.0	197.9	222.9	11.2
Electricity, gas, water and waste services	**0.5	23.3	23.8	**1.9
Construction	**0.4	61.5	61.9	**0.6
Wholesale trade	*4.3	113.9	118.2	*3.6
Retail trade	71.6	468.8	540.5	13.3
Accommodation and food services	107.5	229.6	337.1	31.9
Transport, postal and warehousing	25.3	80.5	105.8	23.9
Information media and telecommunications	13.0	73.5	86.5	15.0
Financial and insurance services	*6.0	185.1	191.1	*3.1
Rental, hiring and real estate services	*6.3	66.2	72.5	*8.7
Professional, scientific and technical services	*3.1	274.3	277.4	*1.1
Administrative and support services	16.8	120.6	137.3	12.2
Public administration and safety	26.2	287.7	313.9	8.4
Education and training	*6.9	529.9	536.8	*1.3
Health care and social assistance	279.7	594.1	873.8	32.0
Arts and recreation services	15.8	51.4	67.2	23.6
Other services	*4.9	124.7	129.6	*3.7
Occupation of main job				
Managers	34.4	313.5	347.9	9.9
Professionals	156.2	882.4	1 038.7	15.0
Technicians and trade workers	25.3	144.4	169.7	14.9
Community and personal service workers	190.8	456.1	646.9	29.5
Clerical and administrative workers	52.6	978.0	1 030.7	5.1
Sales workers	78.0	428.1	506.1	15.4
Machinery operators and drivers	8.9	40.1	49.0	18.2
Labourers	72.7	284.8	357.5	20.3
Sector of main job				
Public	156.1	841.3	997.4	15.7
Private	459.0	2 669.6	3 128.6	14.7
Could not be determined	*3.7	16.7	20.4	*18.3
Total	618.9	3 527.5	4 146.4	14.9

\* estimate has a relative standard error of 25% to 50% and should be used with caution

\*\* estimate has a relative standard error greater than 50% and is considered too unreliable for general use

EMPLOYEES (EXCLUDING OMIES) IN MAIN JOB, Whether usually worked shift work—By age and industry, occupation and sector of main job—By sex *continued*

	Usually worked shift work	Did not usually work shift work	Total	Usually worked shift work
	'000	'000	'000	%
PERSONS				
Age group (years)				
15–19	74.6	340.7	415.3	18.0
20–24	199.4	891.1	1 090.4	18.3
25–34	344.1	1 723.9	2 068.1	16.6
35–44	314.7	1 628.0	1 942.7	16.2
45–54	277.9	1 571.7	1 849.7	15.0
55–59	102.5	562.7	665.2	15.4
60–64	51.7	341.3	393.0	13.2
65 and over	14.8	123.9	138.7	10.7
Industry of main job				
Agriculture, forestry and fishing	9.3	118.8	128.1	7.3
Mining	81.0	84.5	165.5	48.9
Manufacturing	147.8	713.3	861.1	17.2
Electricity, gas, water and waste services	12.4	102.7	115.1	10.8
Construction	25.2	513.1	538.3	4.7
Wholesale trade	21.5	341.5	363.0	5.9
Retail trade	121.2	804.9	926.2	13.1
Accommodation and food services	212.5	361.7	574.1	37.0
Transport, postal and warehousing	135.1	305.0	440.1	30.7
Information media and telecommunications	27.4	163.2	190.6	14.4
Financial and insurance services	12.1	335.9	347.9	3.5
Rental, hiring and real estate services	9.9	118.7	128.7	7.7
Professional, scientific and technical services	18.1	560.9	579.0	3.1
Administrative and support services	33.0	214.7	247.6	13.3
Public administration and safety	105.5	549.5	655.1	16.1
Education and training	15.5	754.1	769.5	2.0
Health care and social assistance	342.9	745.2	1 088.1	31.5
Arts and recreation services	32.2	107.9	140.1	23.0
Other services	17.1	287.9	304.9	5.6
Occupation of main job				
Managers	80.0	783.6	863.6	9.3
Professionals	224.3	1 716.5	1 940.8	11.6
Technicians and trade workers	171.2	980.9	1 152.1	14.9
Community and personal service workers	338.8	582.7	921.6	36.8
Clerical and administrative workers	88.5	1 293.3	1 381.8	6.4
Sales workers	114.2	686.2	800.4	14.3
Machinery operators and drivers	170.1	409.5	579.5	29.3
Labourers	192.5	730.6	923.1	20.9
Sector of main job				
Public	295.0	1 390.3	1 685.3	17.5
Private	1 080.5	5 763.0	6 843.5	15.8
Could not be determined	*4.1	30.0	34.1	*12.1
<b>Total</b>	<b>1 379.6</b>	<b>7 183.3</b>	<b>8 563.0</b>	<b>16.1</b>

\* estimate has a relative standard error of 25% to 50% and should be used with caution

# EMPLOYEES (EXCLUDING OMIES) IN MAIN JOB, Whether earnings/income varied from one pay period to the next—By age and industry, occupation and sector of main job—By sex

	<i>Earnings/income varied</i>	<i>Earnings/income did not vary</i>	<i>Total</i>	<i>Earnings/income varied</i>
	'000	'000	'000	%
<b>MALES</b>				
Age group (years)				
15–19	75.7	133.9	209.6	36.1
20–24	176.1	378.1	554.3	31.8
25–34	279.7	853.7	1 133.4	24.7
35–44	222.9	792.7	1 015.6	21.9
45–54	169.0	717.6	886.6	19.1
55–59	68.6	260.2	328.9	20.9
60–64	46.9	162.4	209.3	22.4
65 and over	20.5	58.4	78.9	26.0
Industry of main job				
Agriculture, forestry and fishing	29.1	68.7	97.8	29.7
Mining	38.6	107.0	145.6	26.5
Manufacturing	116.2	522.0	638.2	18.2
Electricity, gas, water and waste services	18.5	72.7	91.3	20.3
Construction	130.8	345.6	476.4	27.5
Wholesale trade	45.9	198.9	244.8	18.8
Retail trade	114.6	271.1	385.7	29.7
Accommodation and food services	88.0	149.0	237.0	37.1
Transport, postal and warehousing	122.2	212.1	334.3	36.6
Information media and telecommunications	26.1	78.0	104.1	25.1
Financial and insurance services	15.0	141.9	156.9	9.6
Rental, hiring and real estate services	18.1	38.1	56.2	32.2
Professional, scientific and technical services	42.1	259.5	301.6	14.0
Administrative and support services	42.8	67.5	110.3	38.8
Public administration and safety	65.9	275.3	341.2	19.3
Education and training	29.6	203.2	232.8	12.7
Health care and social assistance	63.4	150.9	214.3	29.6
Arts and recreation services	23.1	49.8	72.9	31.7
Other services	29.4	146.0	175.4	16.8
Occupation of main job				
Managers	68.6	447.1	515.8	13.3
Professionals	134.7	767.5	902.2	14.9
Technicians and trade workers	199.8	782.7	982.4	20.3
Community and personal service workers	120.4	154.3	274.7	43.8
Clerical and administrative workers	67.5	283.6	351.1	19.2
Sales workers	102.4	191.9	294.3	34.8
Machinery operators and drivers	166.9	363.6	530.5	31.5
Labourers	199.0	366.6	565.6	35.2
Sector of main job				
Public	130.8	557.1	687.9	19.0
Private	924.4	2 790.5	3 714.9	24.9
Could not be determined	*4.1	9.7	13.7	*29.7
<b>Total</b>	<b>1 059.3</b>	<b>3 357.2</b>	<b>4 416.6</b>	<b>24.0</b>

\* estimate has a relative standard error of 25% to 50% and should be used with caution

# EMPLOYEES (EXCLUDING OMIES) IN MAIN JOB, Whether earnings/income varied from one pay period to the next—By age and industry, occupation and sector of main job—By sex

continued

	Earnings/income varied '000	Earnings/income did not vary '000	Total '000	Earnings/income varied %
FEMALES				
Age group (years)				
15–19	105.6	100.1	205.7	51.3
20–24	185.2	350.9	536.2	34.5
25–34	205.9	728.8	934.6	22.0
35–44	246.8	680.3	927.0	26.6
45–54	227.5	735.6	963.0	23.6
55–59	82.6	253.7	336.3	24.6
60–64	47.3	136.4	183.7	25.7
65 and over	14.3	45.5	59.8	24.0
Industry of main job				
Agriculture, forestry and fishing	10.5	19.8	30.3	34.7
Mining	**1.6	18.3	19.9	**8.1
Manufacturing	41.6	181.3	222.9	18.7
Electricity, gas, water and waste services	*2.6	21.2	23.8	*11.1
Construction	7.5	54.4	61.9	12.1
Wholesale trade	22.3	95.9	118.2	18.8
Retail trade	194.4	346.1	540.5	36.0
Accommodation and food services	167.0	170.1	337.1	49.5
Transport, postal and warehousing	36.2	69.7	105.8	34.2
Information media and telecommunications	23.0	63.5	86.5	26.6
Financial and insurance services	17.1	174.0	191.1	8.9
Rental, hiring and real estate services	17.9	54.6	72.5	24.7
Professional, scientific and technical services	43.4	234.0	277.4	15.6
Administrative and support services	47.9	89.4	137.3	34.9
Public administration and safety	33.8	280.1	313.9	10.8
Education and training	78.9	457.9	536.8	14.7
Health care and social assistance	319.2	554.5	873.8	36.5
Arts and recreation services	24.6	42.6	67.2	36.6
Other services	25.7	103.9	129.6	19.8
Occupation of main job				
Managers	45.7	302.2	347.9	13.1
Professionals	218.5	820.2	1 038.7	21.0
Technicians and trade workers	52.1	117.6	169.7	30.7
Community and personal service workers	274.8	372.1	646.9	42.5
Clerical and administrative workers	158.8	871.8	1 030.7	15.4
Sales workers	209.5	296.6	506.1	41.4
Machinery operators and drivers	15.3	33.8	49.0	31.1
Labourers	140.6	216.9	357.5	39.3
Sector of main job				
Public	207.3	790.1	997.4	20.8
Private	901.1	2 227.4	3 128.6	28.8
Could not be determined	*6.7	13.7	20.4	*32.6
<b>Total</b>	<b>1 115.1</b>	<b>3 031.2</b>	<b>4 146.4</b>	<b>26.9</b>

\* estimate has a relative standard error of 25% to 50% and should be used with caution

\*\* estimate has a relative standard error greater than 50% and is considered too unreliable for general use

# EMPLOYEES (EXCLUDING OMIES) IN MAIN JOB, Whether earnings/income varied from one pay period to the next—By age and industry, occupation and sector of main job—By sex

continued

	Earnings/income varied '000	Earnings/income did not vary '000	Total '000	Earnings/income varied %
PERSONS				
Age group (years)				
15–19	181.3	234.0	415.3	43.6
20–24	361.3	729.1	1 090.4	33.1
25–34	485.6	1 582.5	2 068.1	23.5
35–44	469.7	1 473.0	1 942.7	24.2
45–54	396.5	1 453.2	1 849.7	21.4
55–59	151.2	513.9	665.2	22.7
60–64	94.1	298.8	393.0	24.0
65 and over	34.8	103.9	138.7	25.1
Industry of main job				
Agriculture, forestry and fishing	39.6	88.5	128.1	30.9
Mining	40.2	125.2	165.5	24.3
Manufacturing	157.8	703.4	861.1	18.3
Electricity, gas, water and waste services	21.2	93.9	115.1	18.4
Construction	138.2	400.0	538.3	25.7
Wholesale trade	68.2	294.8	363.0	18.8
Retail trade	309.0	617.2	926.2	33.4
Accommodation and food services	255.0	319.1	574.1	44.4
Transport, postal and warehousing	158.4	281.7	440.1	36.0
Information media and telecommunications	49.1	141.5	190.6	25.8
Financial and insurance services	32.0	315.9	347.9	9.2
Rental, hiring and real estate services	36.0	92.7	128.7	28.0
Professional, scientific and technical services	85.5	493.5	579.0	14.8
Administrative and support services	90.7	156.9	247.6	36.6
Public administration and safety	99.7	555.4	655.1	15.2
Education and training	108.5	661.1	769.5	14.1
Health care and social assistance	382.6	705.4	1 088.1	35.2
Arts and recreation services	47.7	92.4	140.1	34.0
Other services	55.1	249.9	304.9	18.1
Occupation of main job				
Managers	114.3	749.3	863.6	13.2
Professionals	353.2	1 587.6	1 940.8	18.2
Technicians and trade workers	251.8	900.3	1 152.1	21.9
Community and personal service workers	395.1	526.4	921.6	42.9
Clerical and administrative workers	226.4	1 155.4	1 381.8	16.4
Sales workers	311.9	488.5	800.4	39.0
Machinery operators and drivers	182.1	397.4	579.5	31.4
Labourers	339.6	583.5	923.1	36.8
Sector of main job				
Public	338.2	1 347.2	1 685.3	20.1
Private	1 825.6	5 017.9	6 843.5	26.7
Could not be determined	10.7	23.4	34.1	31.5
<b>Total</b>	<b>2 174.5</b>	<b>6 388.5</b>	<b>8 563.0</b>	<b>25.4</b>

## EMPLOYEES WHO WERE SINGLE JOB HOLDERS, Patterns of work—By sex

	<i>Males</i>		<i>Females</i>		<i>Persons</i>	
	'000	%	'000	%	'000	%
Days of the week usually worked(a)						
Monday to Friday	3 373.2	72.0	2 161.4	53.7	5 534.6	63.5
Monday	411.5	8.8	683.9	17.0	1 095.5	12.6
Tuesday	457.4	9.8	731.0	18.1	1 188.4	13.6
Wednesday	466.7	10.0	764.7	19.0	1 231.4	14.1
Thursday	492.4	10.5	758.4	18.8	1 250.8	14.4
Friday	457.1	9.8	648.8	16.1	1 105.9	12.7
Saturday	802.0	17.1	502.2	12.5	1 304.2	15.0
Sunday	429.5	9.2	319.9	7.9	749.4	8.6
Days varied	638.9	13.6	629.8	15.6	1 268.7	14.6
Whether worked weekdays and/or weekends						
Weekdays only	3 235.7	69.0	2 926.6	72.7	6 162.3	70.7
Weekends only	31.9	0.7	50.5	1.3	82.5	0.9
Both weekdays and weekends	1 420.5	30.3	1 050.9	26.1	2 471.4	28.4
Number of days of the week usually worked						
1 day	51.1	1.1	118.9	3.0	170.1	2.0
2 days	127.5	2.7	291.7	7.2	419.1	4.8
3 days	172.9	3.7	506.1	12.6	679.0	7.8
4 days	284.5	6.1	483.7	12.0	768.2	8.8
5 days	3 345.9	71.4	2 384.0	59.2	5 729.8	65.7
6 days	471.9	10.1	142.7	3.5	614.6	7.1
7 days	234.3	5.0	100.9	2.5	335.3	3.8
<b>Total</b>	<b>4 688.1</b>	<b>100.0</b>	<b>4 028.0</b>	<b>100.0</b>	<b>8 716.1</b>	<b>100.0</b>

(a) Refers to the days of the week that people usually work, therefore people may appear in more than one category. See paragraph 19 of the Explanatory Notes for more information.

	Males		Females		Persons	
	'000	%	'000	%	'000	%
Days of the week usually worked in all jobs(b)						
Monday to Friday	131.6	55.6	150.1	48.2	281.6	51.4
Monday	50.1	21.1	83.8	26.9	133.9	24.4
Tuesday	55.6	23.5	86.0	27.6	141.6	25.8
Wednesday	53.9	22.8	89.0	28.6	142.9	26.1
Thursday	52.3	22.1	83.0	26.6	135.3	24.7
Friday	51.7	21.8	78.0	25.0	129.7	23.6
Saturday	108.0	45.6	109.7	35.2	217.7	39.7
Sunday	76.7	32.4	67.6	21.7	144.4	26.3
Days varied	40.7	17.2	44.6	14.3	85.4	15.6
Whether worked weekdays and/or weekends in all jobs						
Weekdays only	79.8	33.7	151.9	48.8	231.7	42.2
Weekends only	**1.0	**0.4	*2.7	*0.9	*3.7	*0.7
Both weekdays and weekends	156.1	65.9	156.9	50.4	313.0	57.1
Number of days of the week usually worked in all jobs						
1 day	*2.4	*1.0	*3.3	*1.1	*5.7	*1.0
2 days	*5.8	*2.4	13.9	4.5	19.7	3.6
3 days	7.4	3.1	27.5	8.8	34.9	6.4
4 days	17.0	7.2	41.2	13.2	58.2	10.6
5 days	86.0	36.3	127.8	41.0	213.8	39.0
6 days	60.7	25.6	57.0	18.3	117.7	21.5
7 days	57.6	24.3	40.8	13.1	98.4	17.9
<b>Total</b>	<b>236.8</b>	<b>100.0</b>	<b>311.6</b>	<b>100.0</b>	<b>548.4</b>	<b>100.0</b>

\* estimate has a relative standard error of 25% to 50% and should be used with caution

\*\* estimate has a relative standard error greater than 50% and is considered too unreliable for general use

(a) See paragraph 20 of the Explanatory Notes for more information.

(b) Refers to the days of the week that people usually work, therefore people may appear in more than one category. See paragraph 19 of the Explanatory Notes for more information.

## EMPLOYEES IN MAIN JOB(a), Patterns of work in all jobs(b)—By sex

	<i>Males</i>		<i>Females</i>		<i>Persons</i>	
	'000	%	'000	%	'000	%
Days of the week usually worked in all jobs(c)						
Monday to Friday	3 504.8	71.2	2 311.4	53.3	5 816.3	62.8
Monday	461.6	9.4	767.7	17.7	1 229.3	13.3
Tuesday	513.1	10.4	817.0	18.8	1 330.1	14.4
Wednesday	520.6	10.6	853.7	19.7	1 374.3	14.8
Thursday	544.7	11.1	841.4	19.4	1 386.1	15.0
Friday	508.8	10.3	726.8	16.7	1 235.6	13.3
Saturday	910.0	18.5	611.8	14.1	1 521.9	16.4
Sunday	506.3	10.3	387.5	8.9	893.8	9.6
Days varied	679.7	13.8	674.4	15.5	1 354.1	14.6
Whether worked weekdays and/or weekends in all jobs						
Weekdays only	3 315.5	67.3	3 078.5	70.9	6 394.0	69.0
Weekends only	32.9	0.7	53.3	1.2	86.2	0.9
Both weekdays and weekends	1 576.6	32.0	1 207.8	27.8	2 784.4	30.1
Number of days of the week usually worked in all jobs						
1 day	53.5	1.1	122.3	2.8	175.8	1.9
2 days	133.2	2.7	305.6	7.0	438.8	4.7
3 days	180.3	3.7	533.6	12.3	713.9	7.7
4 days	301.5	6.1	524.9	12.1	826.4	8.9
5 days	3 431.9	69.7	2 511.8	57.9	5 943.6	64.2
6 days	532.6	10.8	199.7	4.6	732.3	7.9
7 days	291.9	5.9	141.7	3.3	433.7	4.7
<b>Total</b>	<b>4 925.0</b>	<b>100.0</b>	<b>4 339.6</b>	<b>100.0</b>	<b>9 264.5</b>	<b>100.0</b>

(a) Comprises single and multiple jobholders.

(b) For multiple job holders, see paragraph 20 of Explanatory Notes.

(c) Refers to the days of the week that people usually work, therefore people may appear in more than one category. See paragraph 19 of the Explanatory Notes for more information.



	<i>NSW</i>	<i>Vic.</i>	<i>Qld</i>	<i>SA</i>	<i>WA</i>	<i>Tas.</i>	<i>NT</i>	<i>ACT</i>	<i>Aust</i>
	'000	'000	'000	'000	'000	'000	'000	'000	'000
MALES									
<b>Population 1:</b>									
Employees in main job	1 557.7	1 227.8	993.8	348.4	554.3	98.6	55.1	89.1	4 925.0
<b>Population 2:</b>									
Employees (excluding OMIEs) in main job	1 392.2	1 091.3	887.2	314.6	508.5	91.1	51.0	80.7	4 416.6
<b>Population 3:</b>									
Employees who were single jobholders	1 488.0	1 170.4	940.8	329.2	531.9	92.1	52.5	83.3	4 688.1
<b>Population 4:</b>									
Employees in main job who were multiple jobholders	69.7	57.4	53.1	19.2	22.4	6.6	2.6	5.8	236.8
FEMALES									
<b>Population 1:</b>									
Employees in main job	1 364.1	1 100.2	880.9	320.4	445.3	94.2	48.3	86.1	4 339.6
<b>Population 2:</b>									
Employees (excluding OMIEs) in main job	1 309.8	1 049.9	831.4	306.0	427.9	90.7	47.0	83.7	4 146.4
<b>Population 3:</b>									
Employees who were single jobholders	1 260.5	1 016.4	830.2	297.7	409.6	88.0	44.7	80.9	4 028.0
<b>Population 4:</b>									
Employees in main job who were multiple jobholders	103.6	83.9	50.7	22.7	35.7	6.2	3.6	5.1	311.6
PERSONS									
<b>Population 1:</b>									
Employees in main job	2 921.9	2 328.1	1 874.8	668.8	999.6	192.8	103.4	175.2	9 264.5
<b>Population 2:</b>									
Employees (excluding OMIEs) in main job	2 702.0	2 141.1	1 718.6	620.6	936.3	181.9	98.0	164.4	8 563.0
<b>Population 3:</b>									
Employees who were single jobholders	2 748.5	2 186.8	1 771.0	626.9	941.5	180.1	97.2	164.2	8 716.1
<b>Population 4:</b>									
Employees in main job who were multiple jobholders	173.4	141.3	103.8	41.9	58.1	12.7	6.2	11.0	548.4

## EXPLANATORY NOTES

### INTRODUCTION

**1** The statistics in this publication were compiled from data collected in the Working Time Arrangements Survey, conducted throughout Australia in November 2009 as a supplement to the Australian Bureau of Statistics (ABS) monthly Labour Force Survey (LFS). Respondents to the LFS who fell within the scope of the supplementary survey were asked further questions.

**2** The publication *Labour Force, Australia* (cat. no. 6202.0) contains information about survey design, sample redesign, scope, coverage and population benchmarks relevant to the monthly LFS, which also apply to supplementary surveys. It also contains definitions of demographic and labour force characteristics, and information about telephone interviewing which are relevant to both the monthly LFS and supplementary surveys.

### CONCEPTS, SOURCES AND METHODS

**3** The conceptual framework used in Australia's LFS aligns closely with the standards and guidelines set out in Resolutions of the International Conference of Labour Statisticians. Descriptions of the underlying concepts and structure of Australia's labour force statistics, and the sources and methods used in compiling these estimates, are presented in *Labour Statistics: Concepts, Sources and Methods* (cat. no. 6102.0.55.001).

### SCOPE

**4** The scope of the LFS is restricted to persons aged 15 years and over and excludes the following people:

- members of the permanent defence forces;
- certain diplomatic personnel of overseas governments, customarily excluded from the Census and estimated populations;
- overseas residents in Australia; and
- members of non-Australian defence forces (and their dependants).

**5** Students at boarding schools, patients in hospitals, residents of homes (e.g. retirement homes, homes for people with disabilities), and inmates of prisons are excluded from all supplementary surveys.

**6** This supplementary survey was conducted in both urban and rural areas in all states and territories, but excluded people living in Indigenous communities in very remote parts of Australia.

**7** Employees in their main job aged 15–19 years who were still at school, contributing family workers, and persons who receive payment in kind, were also excluded from this survey.

### COVERAGE

**8** The estimates in this publication relate to people covered by the survey in November 2009. In the LFS, coverage rules are applied which aim to ensure that each person is associated with only one dwelling, and hence has only one chance of selection in the survey. See *Labour Force, Australia* (cat. no. 6202.0) for more details.

### SAMPLE SIZE

**9** Supplementary surveys are not always conducted on the full LFS sample. Since August 1994, the sample for supplementary surveys has been restricted to no more than seven-eighths of the LFS sample.

**10** The initial sample for the November 2009 LFS consisted of 34,360 private dwelling households and special dwelling units. Of the 27,702 private dwelling households and special dwelling units that remained in the survey after sample loss (e.g. households selected in the survey which had no residents in scope for the LFS, vacant or derelict dwellings and dwellings under construction), approximately 26,376 or 95.2% were fully responding to the Working Time Arrangements survey. The number of completed interviews obtained from these private dwellings and special dwelling units (after taking into account scope, coverage and sub-sampling exclusions) was 24,159.

## EXPLANATORY NOTES *continued*

### RELIABILITY OF THE ESTIMATES

- 11** Estimates in this publication are subject to sampling and non-sampling errors:
- Sampling error is the difference between the published estimate and the value that would have been produced if all dwellings had been included in the survey. For more information see the Technical Note.
  - Non-sampling errors are inaccuracies that occur because of imperfections in reporting by respondents and interviewers, and errors made in coding and processing data. These inaccuracies may occur in any enumeration, whether it be a full count or a sample. Every effort is made to reduce the non-sampling error to a minimum by careful design of questionnaires, intensive training and supervision of interviewers and effective processing procedures.

### SEASONAL FACTORS

- 12** The estimates are based on information collected in the survey month and, due to seasonal factors, may not be representative of other months of the year.

### CLASSIFICATIONS USED

- 13** Country of birth data are classified according to the *Standard Australian Classification of Countries (SACC), 1998* (cat. no. 1269.0).
- 14** From 2006, occupation data are classified according to the *ANZSCO—Australian and New Zealand Standard Classification of Occupations, First Edition, 2006* (cat. no. 1220.0). This new classification replaces the *ASCO—Australian Standard Classification of Occupations, Second Edition, 1997* (cat. no. 1220.0).
- 15** Also from 2006, industry data are classified according to the *ANZSIC—Australian and New Zealand Standard Industrial Classification, 2006* (cat. no. 1292.0). This new classification replaces the *ANZSIC—Australian and New Zealand Standard Industrial Classification, 1993* (cat. no. 1292.0).

### NOTES ON ESTIMATES

- 16** Employees are classified as 'with paid leave entitlements' if they said 'yes' to either of the following questions:
- 'Does your employer provide you with paid sick leave?'
  - 'Does your employer provide you with paid holiday leave?'
- In all other cases, employees are categorised as 'without paid leave entitlements'.
- 17** People with paid leave entitlements were not asked about whether they had any say in the days on which they worked.
- 18** People who were away from work during the reference week were included in the 'Less than 1 hour/no hours' category for the data item 'Hours actually worked in main job'.
- 19** For the data item 'Days of the week usually worked in all jobs', people who reported that they worked from 'Monday to Friday', inclusive, were categorised as working 'Monday to Friday'. These people may have reported that they also worked on Saturday and Sunday in their job/s. People who reported that the usual days of the week worked varied were categorised only to days varied. A response of days varied could not be provided with any other response.
- 20** The responses given by multiple jobholders for the data items 'Days of the week usually worked in all jobs', 'Number of days of the week usually worked in all jobs' and 'Whether worked weekdays and/or weekends in all jobs', does not imply that this was their usual pattern of work in each of their jobs, rather this was their total pattern of work in all of their jobs.

### CHANGES IN THIS ISSUE

- 21** Information for the data item 'Whether compensated for extra hours or overtime worked', presented in the 2006 publication, was collected for employees who usually worked unpaid extra hours or overtime. This has been replaced with the data item, 'Whether usually worked extra hours or overtime and how compensated for overtime worked'. Information for this item was collected from employees who usually worked any extra hours or overtime, regardless of whether it was paid or unpaid.

## EXPLANATORY NOTES *continued*

### CHANGES IN THIS ISSUE

*continued*

**22** Additionally in 2006, only employees who did not usually work the same number of hours of work each week received questions about whether they were guaranteed a minimum number of hours of work each week. In 2009, all employees were asked whether they were guaranteed a minimum number of hours of work each week.

**23** The data item 'Whether had a formal system of working flexible hours' presented in the 2006 publication, has been replaced with 'Whether had an agreement with the employer to work flexible hours' in this publication.

**24** The data items, 'Whether usually worked any hours between 7pm and 7am in all jobs' and 'Whether usually worked extra hours or overtime' presented in the 2006 publication, are not available in the 2009 publication, as this information was not collected in November 2009.

**25** An additional data item has been presented in the 2009 publication. This item is, 'Whether usually worked shift work and type of shift usually worked'.

**26** In 2006, for the data item 'Whether compensated for extra hours or overtime worked', people who reported their most recent period of unpaid overtime was not 'included in their salary package', and they were not 'entitled to receive time off in lieu', and they would not be compensated in some other way, were categorised as having unpaid extra hours or overtime. In 2009, respondents were able to report that they were 'not compensated' for the extra hours or overtime worked.

### COMPARABILITY OF TIME SERIES

**27** Revisions are made to population benchmarks for the LFS after each five-yearly Census of Population and Housing. The last such revision was made in February 2009 to take account of the results of the 2006 Census of Population and Housing. Estimates from supplementary surveys conducted from and including February 2009 are therefore based on revised population benchmarks.

### COMPARABILITY WITH MONTHLY LFS STATISTICS

**28** Due to differences in the scope and sample size of this supplementary survey and that of the monthly LFS, the estimation procedure may lead to some small variations between labour force estimates from this survey and those from the LFS.

### PREVIOUS SURVEYS

**29** Results of similar surveys, conducted in August 1993, August 1995, August 1997, November 2000 and November 2003 were published in *Working Arrangements, Australia* (cat. no. 6342.0), and in the standard data service *Working Arrangements, Australia* (cat. no. 6342.0.40.001). In November 2006 the survey was renamed *Working Time Arrangements, Australia* (cat. no. 6342.0).

### NEXT SURVEY

**30** The ABS plans to conduct this survey again in November 2012.

### ACKNOWLEDGMENT

**31** ABS publications draw extensively on information provided freely by individuals, businesses, governments and other organisations. Their continued cooperation is very much appreciated: without it, the wide range of statistics published by the ABS would not be available. Information received by the ABS is treated in strict confidence as required by the *Census and Statistics Act 1905*.

### RELATED PUBLICATIONS

**32** ABS publications which may also be of interest include:

- *Labour Force, Australia* (cat. no. 6202.0);
- *Labour Statistics: Concepts, Sources and Methods, 2001* (cat. no. 6102.0.55.001);
- *Australian Labour Market statistics* (cat. no. 6105.0);
- *Locations of Work, Australia* (cat. no. 6275.0);
- *Labour Force Experience, Australia* (cat. no. 6206.0);
- *Forms of Employment, Australia* (cat. no. 6359.0); and
- *Labour Mobility, Australia* (cat. no. 6209.0).

## EXPLANATORY NOTES *continued*

### RELATED PUBLICATIONS

*continued*

**33** Current publications and other products released by the ABS are available from the Statistics Page on the ABS website. The ABS also issues a daily Release Advice on the website which details products to be released in the week ahead.

### ABBREVIATIONS

'000	thousand
ABS	Australian Bureau of Statistics
ANZSCO	Australian and New Zealand Standard Classification of Occupations
ANZSIC	Australian and New Zealand Standard Industrial Classification
ASCO	Australian Standard Classification of Occupations
cat. no.	Catalogue number
LFS	Labour Force Survey
OMIE	owner manager of incorporated enterprise
RSE	relative standard error
SACC	Standard Australian Classification of Countries
SE	standard error

## APPENDIX 1 POPULATIONS AND DATA ITEMS LIST

### DATA AVAILABLE ON REQUEST

The ABS has a range of data available on request from the Working Time Arrangements Survey. This section lists the data items and populations which relate to the survey. More detailed breakdowns of some data items may also be available on request.

The population(s) for a particular data item refers to the person in the survey to whom the data item relates. Where alternative output categories are available for the same data item, these are shown and the data item name is followed by a bracketed numeral (e.g. Country of birth (2)).

For more information about ABS data available on request, contact Labour Market Statistics on Canberra (02) 6252 7206 or by facsimile on (02) 6252 7102, or by email to <labour.statistics@abs.gov.au>.

<i>Population 1</i>	Employees in main job
<i>Population 2</i>	Employees (excluding OMIEs) in main job
<i>Population 3</i>	Employees who were single jobholders
<i>Population 4</i>	Employees in main job who were multiple jobholders

<i>Data items</i>	<i>Populations</i>	<i>Data items</i>	<i>Populations</i>
<b>1 State or territory of usual residence</b>	All	<b>7A Country of birth and period of arrival</b>	All
New South Wales		Born in Australia	
Victoria		Born overseas	
Queensland		Arrived before 1971	
South Australia		Arrived 1971–1980	
Western Australia		Arrived 1981–1990	
Tasmania		Arrived 1991–2000	
Northern Territory		Arrived 2001 to survey date	
Australian Capital Territory			
<b>2 Area of usual residence</b>	All	<b>7B Country of birth (1)</b>	All
State capital city		Born in Australia	
Balance of state/territory		Born overseas	
<b>3 Region of usual residence</b>	All	Born in main English-speaking countries	
Standard labour force dissemination regions		Born in other than main English-speaking countries	
<b>4 Sex</b>	All	<b>7C Country of birth (2)</b>	All
Males		Born in Australia	
Females		Born overseas	
<b>5 Marital status</b>	All	Oceania and Antarctica	
Married		North-West Europe	
Not married		Southern and Eastern Europe	
<b>6 Relationship in household</b>	All	North Africa and the Middle East	
Family member		South-East Asia	
Husband, wife or partner		North-East Asia	
With dependants		Southern and Central Asia	
Without dependants		Americas	
Lone parent		Sub-Saharan Africa	
With dependants			
Without dependants		<b>8 Age group (years)</b>	All
Dependent student		15–19	
Non-dependent child		20–24	
Other family person		25–34	
Non-family member		35–44	
Lone person		45–54	
Not living alone		55–59	
Relationship not determined		60–64	
		65 and over	
		Note: Age collected in single years.	

## APPENDIX 1 POPULATIONS AND DATA ITEMS LIST *continued*

<i>Data items</i>	<i>Populations</i>	<i>Data items</i>	<i>Populations</i>
<b>9 Number of children in family aged under 15 years</b>	All	<b>15 Hours actually worked in all jobs cont.</b>	All
Had children under 15 years		15–19	
1 child		20–24	
2 children		25–29	
3 children		30–34	
4 children		35	
5 children		36–39	
6 or more children		40	
Did not have any children under 15 years		41–44	
		45–48	
		49 and over	
<b>10 Full-time or part-time status in main job</b>	All	<b>16 Hours actually worked in main job</b>	All
Full-time employees		Less than 1 hour/no hours	
Part-time employees		1–14	
		15–19	
		20–24	
<b>11 Full-time or part-time status of employment</b>	All	25–29	
Full-time workers		30–34	
Part-time workers		35	
		36–39	
<b>12 Occupation of main job</b>	All	40	
Managers		41–44	
Professionals		45–48	
Technicians and trade workers		49 and over	
Community and personal service workers			
Clerical and administrative workers		<b>17 Hours usually worked in all jobs</b>	All
Sales workers		Less than 1 hour	
Machinery operators and drivers		1–14	
Labourers		15–19	
		20–24	
<b>13 Industry of main job</b>	All	25–29	
Agriculture, forestry and fishing		30–34	
Mining		35	
Manufacturing		36–39	
Electricity, gas, water and waste services		40	
Construction		41–44	
Wholesale trade		45–48	
Retail trade		49 and over	
Accommodation and food services			
Transport and storage		<b>18 Hours usually worked in main job</b>	All
Transport, postal and warehousing		Less than 1 hour	
Information media and telecommunications		1–14	
Financial and insurance services		15–19	
Rental, hiring and real estate services		20–24	
Professional, scientific and technical services		25–29	
Administrative and support services		30–34	
Public administration and safety		35	
Education and training		36–39	
Health care and social assistance		40	
Arts and recreation services		41–44	
Other services		45–48	
		49 and over	
<b>14 Sector of main job</b>	All	<b>19 Whether entitled to paid holiday leave</b>	2
Public		Entitled to paid holiday leave	
Private		Not entitled to paid holiday leave	
Could not be determined		Did not know	
<b>15 Hours actually worked in all jobs</b>	All	<b>20 Whether entitled to paid sick leave</b>	2
Less than 1 hour/no hours		Entitled to paid sick leave	
1–14		Not entitled to paid sick leave	
		Did not know	
		<b>21 Whether had paid leave entitlements</b>	2
		With paid leave entitlements	
		Without paid leave entitlements	

## APPENDIX 1 POPULATIONS AND DATA ITEMS LIST *continued*

<i>Data items</i>	<i>Populations</i>	<i>Data items</i>	<i>Populations</i>
<b>22 Whether had any say in the days on which worked</b>	2	<b>31 Whether guaranteed a minimum number of hours of work</b>	2
With paid leave entitlements		Guaranteed minimum number of hours	
Without paid leave entitlements		Not guaranteed minimum number of hours	
Had some say in the days on which worked			
Did not have any say in the days on which worked		<b>32 Whether usually worked the same number of hours each week</b>	All
<b>23 Whether had any say in start and finish times</b>	All	Usually worked the same number of hours each week	
Had some say in start and finish times		Did not usually work the same number of hours each week	
Able to choose times on a day-to-day basis		<b>33 Whether hours varied weekly or was usually required to be on call or standby</b>	All
Times negotiated with employer in advance		Hours varied weekly or was usually required to be on-call or standby	
Other		How far in advance work schedule was known	
Did not have any say in start and finish times		Less than 1 day	
<b>24 Whether had an agreement with employer to work flexible hours</b>	All	1 day to less than 1 week	
Had an agreement to work flexible hours		1 day	
Had a written agreement with the employer to work flexible hours		2 days	
Had an unwritten agreement to work flexible hours		3 days	
Did not have an agreement to work flexible hours		4 days	
		5 days	
<b>25 Whether able to choose to work extra hours in order to take time off</b>	All	6 days	
Able to choose to work extra hours		1 week to less than 2 weeks	
Not able to choose to work extra hours		2 weeks to less than 4 weeks	
Did not know		4 weeks or more	
<b>26 Whether able to choose when holidays were taken</b>	All	Other/varied	
Could choose		Hours did not vary weekly and was not required to be on-call or standby	
Could sometimes choose		<b>34 Whether usually worked extra hours or overtime and how compensated for overtime worked</b>	All
Could not choose		Worked extra hours or overtime	
<b>27 Whether earnings/income varied from one pay period to the next</b>	All	Paid for overtime	
Earnings/income varied		Included in salary package	All
Earnings/income did not vary		Entitled to receive time off in lieu	
<b>28 Whether considered job to be casual</b>	2	Compensated in some other way	
Considered job to be casual		Not compensated	
Did not consider job to be casual		Note: Multiple response category. People may appear in more than one category.	
<b>29 Whether received casual loading as part of pay</b>	2	Did not work extra hours or overtime	
Received casual loading		<b>35 Whether usually worked shift work and hours worked in most recent shift</b>	All
Did not receive casual loading		Usually worked shift work	
Did not know		Hours worked in most recent shift	
<b>30 Whether usually required to be on call or standby</b>	All	Less than 8 hours	
Usually required to be on call or standby		8 hours	
Not usually required to be on call or standby		9–12 hours	
		13 hours and over	
		Did not usually work shift work	



## APPENDIX 1 POPULATIONS AND DATA ITEMS LIST *continued*

<i>Data items</i>	<i>Populations</i>	<i>Data items</i>	<i>Populations</i>
<b>36 Whether usually worked shift work and type of shift usually worked</b>	All	<b>37 Days of the week usually worked in all jobs <i>cont.</i></b>	All
Usually worked shift work		Saturday	
Type of shift usually worked		Sunday	
A rotating shift which periodically changes		Days varied	
A regular evening shift or graveyard shift		Note: Multiple response category. People may appear in more than one category.	
A regular morning shift		<b>38 Number of days of the week usually worked in all jobs</b>	All
A regular afternoon shift		1 day	
Irregular shift		2 days	
Split shift		3 days	
On call		4 days	
Other		5 days	
Did not usually work shift work		6 days	
<b>37 Days of the week usually worked in all jobs</b>	All	7 days	
Monday to Friday		<b>39 Whether worked weekdays and/or weekends in all jobs</b>	All
Monday		Weekdays only	
Tuesday		Weekends only	
Wednesday		Both weekdays and weekends	
Thursday			
Friday			

## APPENDIX 2 SUPPLEMENTARY SURVEYS LIST

### SUPPLEMENTARY SURVEYS

The Monthly Population Survey program and Multi-Purpose Household Survey program collects data on particular aspects of the labour force. The following is an historical list of labour surveys collected in these programs. Data from these surveys are available on request and can be obtained by contacting the ABS.

	<i>cat. no.</i>	<i>Frequency</i>	<i>Latest issue</i>
<b>Monthly Population Supplementary Surveys</b>			
Childhood Education and Care, Australia	4402.0	Irregular	June 2008 (Reissue)
Child Employment, Australia	6211.0	Irregular	June 2006
Education and Work, Australia	6227.0	Annual	May 2009
Employee Earnings, Benefits, and Trade Union Membership, Australia	6310.0	Annual	August 2009
Forms of Employment, Australia	6359.0	Annual	November 2009
Job Search Experience, Australia	6222.0	Annual	July 2009
Labour Force Experience, Australia	6206.0	Biennial	February 2009
Labour Force Status and Other Characteristics of Recent Migrants, Australia	6250.0	Irregular	November 2007
Labour Mobility, Australia	6209.0	Biennial	February 2008
Locations of Work, Australia	6275.0	Irregular	November 2008
Multiple Jobholding, Australia(a)	6216.0	Irregular	August 1997
Persons Not in the Labour Force, Australia	6220.0	Annual	September 2009
Underemployed Workers, Australia	6265.0	Annual	September 2009
Working Time Arrangements, Australia(b)	6342.0	Irregular	November 2009
<b>Multi-Purpose Household Surveys</b>			
Barriers and Incentives to Labour Force Participation, Australia	6239.0	Biennial	2008–2009
Retirement and Retirement Intentions, Australia	6238.0	Biennial	2008–2009
Work-Related Injuries, Australia	6324.0	Irregular	2005–2006

(a) Latest data available on request July 2001.

(b) This product replaces the publication Working Arrangements, Australia (cat. no. 6342.0).

## INTRODUCTION

**1** Since the estimates in this publication are based on information obtained from occupants of a sample of dwellings, they are subject to sampling variability. That is, they may differ from those estimates that would have been produced if all dwellings had been included in the survey. One measure of the likely difference is given by the standard error (SE), which indicates the extent to which an estimate might have varied by chance because only a sample of dwellings was included. There are about two chances in three (67%) that a sample estimate will differ by less than one SE from the number that would have been obtained if all dwellings had been included, and about 19 chances in 20 (95%) that the difference will be less than two SEs. Another measure of the likely difference is the relative standard error (RSE), which is obtained by expressing the SE as a percentage of the estimate.

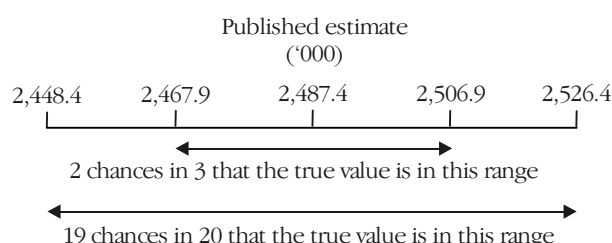
**2** Due to space limitations, it is impractical to print the SE of each estimate in the publication. Instead, a table of SEs is provided to enable readers to determine the SE for an estimate from the size of that estimate (see table T1). The SE table is derived from a mathematical model, referred to as the 'SE model', which is created using data from a number of past Labour Force Surveys. It should be noted that the SE model only gives an approximate value for the SE for any particular estimate, since there is some minor variation between SEs for different estimates of the same size.

## CALCULATION OF STANDARD ERRORS

**3** An example of the calculation and the use of SEs in relation to estimates of people is as follows. Table 2 shows that the estimated number of people who were part-time employees in their main job in Australia was 2,487,400. Since this estimate is between 2,000,000 and 5,000,000, table T1 shows the SE for Australia will be between 17,550 and 29,350 and can be approximated by interpolation using the following general formula:

$$\begin{aligned}
 &SE \text{ of estimate} \\
 &= \text{lower SE} + \left( \left( \frac{\text{size of estimate} - \text{lower estimate}}{\text{upper estimate} - \text{lower estimate}} \right) \times (\text{upper SE} - \text{lower SE}) \right) \\
 &= 17,550 + \left( \left( \frac{2,487,400 - 2,000,000}{5,000,000 - 2,000,000} \right) \times (29,350 - 17,550) \right) \\
 &= 19,500 \text{ (rounded to the nearest 100)}
 \end{aligned}$$

**4** Therefore, there are about two chances in three that the value that would have been produced if all dwellings had been included in the survey will fall in the range 2,467,900 to 2,506,900, and about 19 chances in 20 that the value will fall within the range 2,448,400 to 2,526,400. This example is illustrated in the diagram below.



**5** In general, the size of the SE increases as the size of the estimate increases. Conversely, the RSE decreases as the size of the estimate increases. Very small estimates are thus subject to such high RSEs that their value for most practical purposes is unreliable. In the tables in this publication, only estimates with RSEs of 25% or less are considered reliable for most purposes. Estimates with RSEs greater than 25% but less than or equal to 50% are preceded by an asterisk (e.g.\*3.4) to indicate they are subject to high SEs and should be used with caution. Estimates with RSEs of greater than 50%, preceded by a double asterisk (e.g.\*\*0.3), are considered too unreliable for general use

## CALCULATION OF STANDARD ERRORS *continued*

and should only be used to aggregate with other estimates to provide derived estimates with RSEs of 25% or less. Table T2 presents the levels at which estimates have RSEs of 25% and 50%.

## PROPORTIONS AND PERCENTAGES

**6** Proportions and percentages formed from the ratio of two estimates are also subject to sampling errors. The size of the error depends on the accuracy of both the numerator and the denominator. A formula to approximate the RSE of a proportion is given below. This formula is only valid when x is a subset of y.

$$RSE\left(\frac{x}{y}\right) = \sqrt{[RSE(x)]^2 - [RSE(y)]^2}$$

**7** Considering the example above, of the 2,487,400 people who were part-time employees, 646,300 or 26% were men. The SE of 646,300 may be calculated by interpolation as 9,600. To convert this to an RSE we express the SE as a percentage of the estimate, or  $9,600/646,300 = 1.5\%$ . The SE for 2,487,400 was calculated previously as 19,500, which converted to an RSE is  $19,500/2,487,400 = 0.8\%$ . Applying the above formula, the RSE of the proportion is

$$RSE = \sqrt{(1.5)^2 - (0.8)^2} = 1.3\%$$

**8** Therefore, the SE for the proportion of men who were part time employees, is 0.3 percentage points ( $= (26/100) \times 1.3$ ). Therefore, there are about two chances in three that the proportion of men who were part time employees, is between 25.7% and 26.3% and 19 chances in 20 that the proportion is within the range 25.4% to 26.6%.

## DIFFERENCES

**9** Published estimates may also be used to calculate the difference between two survey estimates (of numbers or percentages). Such an estimate is subject to sampling error. The sampling error of the difference between two estimates depends on their SEs and the relationship (correlation) between them. An approximate SE of the difference between two estimates (x-y) may be calculated by the following formula:

$$SE(x-y) = \sqrt{[SE(x)]^2 + [SE(y)]^2}$$

**10** While this formula will only be exact for differences between separate and uncorrelated characteristics or subpopulations, it is expected to provide a good approximation for all differences likely to be of interest in this publication.

# TECHNICAL NOTE DATA QUALITY *continued*

## STANDARD ERRORS

### T1 STANDARD ERRORS OF ESTIMATES

Size of estimate (persons)	NSW	Vic.	Qld.	SA	WA	Tas.	NT	ACT	Aust.	
	no.	no.	no.	no.	no.	no.	no.	no.	no.	%
100	300	290	230	180	220	110	80	100	110	110.0
200	410	390	330	240	300	160	120	170	200	100.0
300	480	460	400	290	350	200	150	220	270	90.0
500	600	560	520	350	430	240	200	280	390	78.0
700	680	640	600	400	490	280	230	310	500	71.4
1,000	790	730	700	460	560	320	270	350	630	63.0
1,500	930	850	830	540	660	370	310	370	800	53.3
2,000	1 040	950	940	600	740	410	350	400	950	47.5
2,500	1 150	1 050	1 000	650	800	450	400	400	1 050	42.0
3,000	1 200	1 100	1 100	700	850	450	400	450	1 200	40.0
3,500	1 300	1 200	1 150	750	900	500	400	450	1 300	37.1
4,000	1 350	1 250	1 200	800	950	500	450	500	1 350	33.8
5,000	1 500	1 350	1 300	850	1 050	550	500	550	1 500	30.0
7,000	1 700	1 550	1 450	950	1 150	600	600	600	1 750	25.0
10,000	1 900	1 750	1 650	1 100	1 350	700	750	700	2 050	20.5
15,000	2 250	2 050	1 850	1 250	1 550	850	1 000	850	2 400	16.0
20,000	2 500	2 250	2 050	1 350	1 700	1 000	1 300	1 000	2 650	13.3
30,000	2 900	2 600	2 300	1 600	1 950	1 300	1 800	1 300	3 000	10.0
40,000	3 200	2 900	2 600	1 850	2 150	1 550	2 250	1 500	3 250	8.1
50,000	3 450	3 150	2 800	2 050	2 400	1 750	2 700	1 700	3 500	7.0
100,000	4 400	4 100	3 850	3 100	3 500	2 500	4 700	2 300	4 400	4.4
150,000	5 200	5 000	4 750	4 000	4 600	2 950	6 500	2 600	5 150	3.4
200,000	5 950	5 800	5 550	4 650	5 550	3 300	8 100	2 750	5 750	2.9
300,000	7 500	7 450	7 050	5 750	6 950	3 800	11 050	2 850	6 850	2.3
500,000	10 500	10 350	9 500	7 200	8 850	4 350	..	2 900	8 600	1.7
1,000,000	15 550	15 750	13 600	9 200	11 300	5 000	..	..	12 100	1.2
2,000,000	20 950	23 250	18 300	10 900	13 100	..	..	..	17 550	0.9
5,000,000	26 700	37 200	24 650	12 300	13 650	..	..	..	29 350	0.6
10,000,000	28 650	51 300	28 850	..	..	..	..	..	39 150	0.4

.. not applicable

### T2 LEVELS AT WHICH ESTIMATES HAVE RELATIVE STANDARD ERRORS OF 25% AND 50%(a)

	NSW	Vic.	Qld.	SA	WA	Tas.	NT	ACT	Aust
	no.	no.	no.	no.	no.	no.	no.	no.	no.
RSE of 25%	6 600	5 700	5 400	2 700	3 700	1 500	1 100	1 500	7 200
RSE of 50%	2 100	1 900	1 800	900	1 200	500	300	600	1 800

(a) Refers to the number of people contributing to the estimate.

## GLOSSARY

<b>Casual loading</b>	Provision by an employer of a higher rate of pay to compensate for not being entitled to paid holiday and/or paid sick leave.
<b>Considered job to be casual</b>	Employees who considered their job to be casual, regardless of any entitlements that they may receive.
<b>Employed</b>	<p>People aged 15 years and over who, during the reference week:</p> <ul style="list-style-type: none"> <li>■ worked for one hour or more for pay, profit, commission or payment in kind, in a job or business or on a farm (comprising employees, employers and own account workers); or</li> <li>■ were employees who had a job but were not at work and were: <ul style="list-style-type: none"> <li>■ away from work for less than four weeks up to the end of the reference week; or</li> <li>■ away from work for more than four weeks up to the end of the reference week and received pay for some or all of the four week period to the end of the reference week; or</li> <li>■ away from work as a standard work or shift arrangement; or</li> <li>■ on strike or locked out; or</li> <li>■ on workers' compensation and expected to return to their job; or</li> </ul> </li> <li>■ were employers or own account workers who had a job, business or farm, but were not at work.</li> </ul> <p>Contributing family workers in their main job and people aged 15–19 who were still at school were excluded from the survey.</p>
<b>Employees</b>	People who work for a public or private employer and receive remuneration in wages, salary, a retainer fee from their employer while working on a commission basis, tips, piece rates, or payment in kind, or people who operate their own incorporated enterprise with or without hiring employees.
<b>Employers</b>	People who operate their own unincorporated economic enterprise or engage independently in a profession or trade, and hire one or more employees.
<b>Employment type</b>	<p>Classifies employed people according to the following categories on the basis of their current job:</p> <ul style="list-style-type: none"> <li>■ Employees(excluding OMIEs); <ul style="list-style-type: none"> <li>■ With paid leave entitlements;</li> <li>■ Without paid leave entitlements; or</li> </ul> </li> <li>■ Owner managers of incorporated enterprises.</li> </ul>
<b>Extra hours</b>	See Overtime.
<b>Full-time employees in main job</b>	Employees who usually worked 35 hours or more a week (in their main job) and others who, although usually worked less than 35 hours a week, worked 35 hours or more during the reference week. These people were classified as full-time employees in their main job.
<b>Full-time workers</b>	Employed people who usually worked 35 hours or more a week (in all jobs) and others who, although usually worked less than 35 hours a week, worked 35 hours or more during the reference week. These people were classified as full-time workers in their employment.
<b>Holiday leave</b>	The entitlement of an employee to paid holiday, paid vacation or paid recreation leave in their main job. People employed in their own business were not asked questions about paid holiday leave.
<b>Hours actually worked</b>	The number of hours actually worked during the reference week.
<b>Hours usually worked</b>	The number of hours usually worked in a week.

## GLOSSARY *continued*

<b>Industry of main job</b>	An industry is a group of businesses or organisations that undertake similar economic activities to produce both goods and services. In this publication, industry of main job refers to ANZSIC Division as classified according to the <i>Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006</i> (cat. no. 1292.0).
<b>Main English-speaking countries</b>	The list of main English-speaking countries provided here is not an attempt to classify countries on the basis of whether or not English is the predominant or official language of each country. It is a list of the main countries from which Australia receives, or has received, significant numbers of overseas settlers who are likely to speak English. These countries comprise the United Kingdom, the Republic of Ireland, New Zealand, Canada, South Africa and the United States of America.
<b>Main job</b>	The job in which the most hours were usually worked.
<b>Occupation of main job</b>	An occupation is a collection of jobs that are sufficiently similar in their title and tasks, skill level and skill specialisation which are grouped together for the purposes of classification. In this publication, occupation of main job relates to Major Group as defined by the ANZSCO— <i>Australian and New Zealand Standard Classification of Occupations, First Edition, 2006</i> (cat. no. 1220.0).
<b>On call</b>	A shift arrangement, for being available, when not at work, to be contacted to resume work. An allowance may be paid to the employee for being on call.
<b>Overtime</b>	Work undertaken which is outside, or in addition to, ordinary working hours of the respondent in their main job, whether paid or unpaid.
<b>Owner managers of incorporated enterprises</b>	People who work in their own incorporated enterprise, that is, a business entity which is registered as a separate legal entity to its members or owners (also known as a limited liability company). These people are classified as employees under 'status in employment'.
<b>Part-time employees in main job</b>	Employees who usually worked less than 35 hours a week (in their main job) and who did so during the reference week, or were not at work during the reference week. These people were classified as part-time employees in their main job.
<b>Part-time workers</b>	Employed people who usually worked less than 35 hours a week (in all jobs) and who did so during the reference week, or were not at work during the reference week. These people were classified as part-time workers in their employment.
<b>Reference week</b>	The week preceding the week in which the interview was conducted.
<b>Salary package</b>	Provision by an employer where employees receive a mix of cash and a variety of non-cash benefits from their employers as remuneration. Examples of non-cash benefits include cars, additional amounts paid into superannuation funds for the employee, provision of mobile phones and/or free car parking.
<b>Sector of main job</b>	Is used to classify a respondent's employer as a public or private enterprise. The public sector includes all government units, such as government departments, non-market non-profit institutions that are controlled and mainly financed by government, and corporations and quasi-corporations that are controlled by government.

## GLOSSARY *continued*

<b>Shifts</b>	<p><i>Irregular shifts</i> - Describes shifts that do not follow a set pattern.</p> <p><i>Regular shifts</i> - Shifts worked to a set pattern of times. Regular shift times are presented as follows</p> <ul style="list-style-type: none"> <li>■ morning shifts - between 6.00am and 12.00pm;</li> <li>■ afternoon shifts - between 12.00pm and 5.00pm; and</li> <li>■ evening, night or graveyard shift - between 5.00pm and 6.00am</li> </ul> <p><i>Rotating shift</i> - A shift arrangement, in which the shift worked changes periodically from one time period to another, for example from mornings or afternoons to evenings or nights.</p> <p><i>Split shift</i> - Occurs when the worked period is broken by an extended unpaid 'free' period, thereby constituting an extended working day consisting of two (or more) shifts.</p>
<b>Shift work</b>	A system of working whereby the daily hours of operation at the place of employment are split into at least two set work periods (shifts), for different groups of workers.
<b>Sick leave</b>	The entitlement of an employee to paid sick leave in their main job. People employed in their own business were not asked questions about paid sick leave.
<b>Standby</b>	People who are usually waiting to restart work or people who have had to restart work after being recalled, without additional pay and allowances.
<b>Time off in lieu</b>	Time off that is granted for time that has already been made up by working extra hours or overtime.
<b>With paid leave entitlements</b>	The entitlement of employees (excluding OMIEs) to either paid holiday leave or paid sick leave (or both) in their current job. People employed in their own business were not asked questions about paid leave entitlements. For more information, see paragraph 16 of the Explanatory Notes.
<b>Without paid leave entitlements</b>	Employees (excluding OMIEs) who were not entitled to, or did not know whether they were entitled to, paid holiday leave and paid sick leave in their current job. For more information, see paragraph 16 of the Explanatory Notes.
<b>Written Agreement</b>	An agreement that is in writing. A written agreement can be in the form of, but not limited to, an Enterprise Agreement, an individual written agreement between employer and employee or a collective agreement or certified agreement made directly between an employer and a group of employees.





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